



MONTANA UNIVERSITY SYSTEM
Office of the Commissioner of Higher Education

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SCHEDULE OF EVENTS
BOARD OF REGENTS MEETING
SEPTEMBER 2006

WEB PAGE ADDRESS: <http://www.montana.edu/wwwbor/>

WEDNESDAY, September 27, 2006

- 11:30 – 12:00 p.m.** Regents meet with classified staff - SUB Copper Lounge
12:30 – 3:30 p.m. Administrative, Budget, and Audit Oversight Committee meeting – SUB Copper Lounge
12:30 - 3:30 p.m. Academic/Student Affairs Committee meeting – SUB Kelley Steward
4:00 – 5:30 p.m. Staff and Compensation Committee – SUB Copper Lounge
4:00 – 5:30 p.m. Workforce Development Committee – SUB Kelley Steward

THURSDAY, September 28, 2006

- 7:00 a.m.** Hospitality Room and Continental Breakfast for meeting participants – Big Butte/Highlands
7:00 – 7:45 a.m. Regents, Commissioner, Presidents and Chancellors meet with Faculty Senate – Kelley Steward
8:00 a.m. Full Board Convenes – SUB Copper Lounge
Noon Lunch for all attendees – SUB Big Butte/Highlands
12:15 to 12:45 p.m. Regents Luncheon with Student Representatives — SUB Kelley Steward Room (lower level) (use buffet line)
1:00 p.m. Full Board Reconvenes – SUB Copper Lounge
5:30 p.m. Board Recesses
5:30 p.m. Reception for all participants at the Finlen Hotel on Park Street
Guided Underground Historical Walking Tours every 15 minutes – Treasure State Room - Depart Finlen starting at 6 p.m. – Broadway & Wyoming

FRIDAY, September 29, 2006

- 7:00 a.m.** Board breakfast with local civic and business leaders – SUB Pintler Room
7:00 a.m. Hospitality Room and Continental Breakfast for meeting participants – SUB Big Butte/Highlands Room
8:30 a.m. Operating Budgets - SUB Copper Lounge
11:30 a.m. Executive Session – Mountain Con Room (lower level)

Note: *The Regents' will have use of the Conference Room in the SUB each day during the meeting.*

AGENDA
Montana Board of Regents Meeting
September 27-29, 2006
On the Campus of Montana Tech of The University of Montana
Thursday, September 28, 2006

- 8:00 A.M. FULL BOARD CONVENES - SUB Copper Lounge
- 8:05 A.M. ROLL CALL, APPROVAL OF THE MINUTES, and INTRODUCTIONS
- 8:15 A.M. SYSTEM ISSUES

INFORMATION

The Futures Commission and the Future of Accreditation – Sandra Elman, NWCCU
[\(Link\)](#)
Panel discussion with President George Dennison, President Jane Karas, President Carol Falcon-Chandler and former Regent Margie Thompson

- 9:45 Break
- 10:00 MUS Issues and Challenges [\(Link\)](#)
- 10:45 COMMITTEE REPORTS AND ACTION
a. Workforce Development [\(Link\)](#)
- 11:30 A.M. STUDENT REPORTS
- 1:00 P.M. BOARD RECONVENES
- 1:00 P.M. COMMITTEE REPORTS AND ACTION
b. Academic / Student Affairs [\(Link\)](#)
c. Staff and Compensation [\(Link\)](#)
d. Administrative, Budget, and Audit Oversight [\(Link\)](#)

5:15 P.M. EMPLOYEE APPEAL

5:20 P.M. PUBLIC COMMENT

5:30 P.M. BOARD RECESSES

Friday, September 29, 2006

8:30 A.M. OPERATING BUDGETS

11:30 A.M. EXECUTIVE SESSION

- a. Discussion of Honorary Doctorate Degrees
- b. CEO Evaluations – Part II
 - Commissioner Stearns
 - President Dennison
 - President Gamble

12:00 P.M. BOARD ADJOURNS

MINUTES MINUTES

Montana Board of Regents of Higher Education

Regular Meeting

May 31-June 2, 2006

Montana State University-Northern
P.O. Box 7751
Havre, MT 59501

WEB PAGE ADDRESS: <http://www.montana.edu/wwwbor/>

THURSDAY, JUNE 1, 2006

8:15 a.m.

I. EXECUTIVE SESSION

- a. Personnel Review – President Gamble
- b. Personnel Review – President Dennison
- c. Personnel Review – Commissioner Stearns

The full Board convened at 10:10 a.m.

ROLL CALL

Roll Call indicated a quorum present

Regents Present: Stephen Barrett, Clayton Christian, Mike Foster Acting Chair, Lynn Hamilton, Heather O'Loughlin, Mark Semmens, Lila Taylor, and Linda McCulloch Superintendent of Public Instruction Ex-Officio. Also present was Commissioner Sheila Stearns.

Representing Governor Brian Schweitzer: Ms. Jan Lombardi, Education Advisor

Regents Absent: Governor Brian Schweitzer ex officio, excused.

APPROVAL OF MINUTES

- Regent Semmens** moved **approval** of the Minutes of the March 1-3, 2006 Regular Meeting in Dillon, MT with the addition of the following to the Budget and Audit Oversight Committee minutes:

Public Comment

Erik Burke, MEA-MFT, Mike Kupilik, President, University Faculty Association of The University of Montana, and **Professor John Brower**, President, Montana Tech Faculty Association, addressed the Committee regarding faculty salaries and ongoing retirement contribution inequities between faculty enrolled in TRS and those enrolled in TIAA-CREF. The group requested that the Regents work to prioritize faculty salaries and the retirement system issues as they prepare their budget proposal for the 2007 legislative session.

- Regent Hamilton** also noted the need to change a typo on Page 12.

- The minutes of the March 1-3, 2006 meeting were **approved unanimously** as amended on 7-0 vote.

Chair Foster reported that the Executive Session would resume at recess at the end of the day.

Chair Foster introduced the newest Regent, Clayton Christian.

Commissioner Stearns congratulated Chancellor Ron Sexton on receiving a distinguished leadership award for college and university presidents. His award is from the District Eight Council for the Advancement and Support of Higher Education.

Commissioner Stearns also congratulated Award Winners to be recognized at the meeting of the Montana Ambassadors. Those are Educator of the Year President George Dennison, The University of Montana, Dean Rich Semenik, Montana State University, and Ambassador Plenipotentiary Larry Gianchetta, The University of Montana.

SYSTEM ISSUES

- a. CI-97 – Information and Review

- Regent Semmens** moved **adoption** of this Resolution

Regent Semmens reported he had reviewed documents on state spending nationwide. The same concept as this item was approved in Colorado under the title of TABOR. Since then they have slipped to 48th or 50th in ranking for child care, and care of the elderly. The prison population has increased more highly than the general population, and education will be cut to fund these services. He noted this is bad public policy and bad business. **Regent O'Loughlin** introduced Cole Arthun Interim MAS President. He reported that students support disseminating this information. Superintendent of Public Instruction **Linda McCulloch** said that if CI-97 is approved it will stop all progress, and No Child Left Behind will be impacted more negatively than it is now in Montana. **Regent Barrett** emphasized that the university system has the obligation to educate the citizenry about the complexity of this issue. He indicated he would support this resolution.

 The Resolution was **approved unanimously** on 7-0 vote.

b. Strategic Plan – Discussion – Commissioner Stearns/Associate Commissioner Gibson

Item b. was deferred to later in the meeting.

c. Six-Mill levy - Guidance and discussion


There was discussion of changing the third step in the approval process from Legislative action to staff action, of removing the sunset clause, and possibly increasing the 6 mills. Regents Foster and Semmens will attend the PEPB meeting and discuss these issues to see if there is any openness to change. When the MUS took on the Vo-Techs there was going to be an added 2mills for them, but it did not occur. This should be considered since the 1.5 mills collected in the counties with those schools go directly into the general fund rather than to the schools. See attached document.

d. SummitNet 3

Mr. Ray Ford, CIO at UM-Missoula explained this is the state network throughout Montana. Montana however is not on the national network and needs to get there. Lacking that network makes it difficult to build in-state. The current contract expires at the end of June 2007. They need to begin creating the RFP now. **Mr. Ford** indicated that through a grant program, they would be able to get the use of the dark fiber that runs down Route 95 and it would allow them to approach the contract in a new way. The State and MSU have signed on with Qwest. UM had contracted with CenturyTel and others who acted as the integrator and acquired all needed assets and UM paid. **Mr. Ford** said they are now looking at MUS acquiring the rights to the dark fiber, and through a partnership share the integration. They currently spend the same amount or more with vendors. It will lower the cost on the core of the network so that more can be spent on the edges. This will allow getting the infrastructure to the outskirts in Montana without spending more money. There is no intention to build their own network and sell it to others. **Regent Foster** asked about the capacity of such a system and if other industries could join in as well. His example was health care which is interested in having access to electronic health records in outlying areas. Health care is an interesting challenge. Hospitals on one hand typically are non-profit, while doctors' offices are for-profit. A discount was granted for education and research, but did not include for-profits. Service will not be extended to any other entity as it is only for the University and State Government, with the possible exception of local governments and non-profits. It can be used for research and technology transfer. Since the reservations are federal they have not been included either, but eventually it might be offered to the tribal colleges and K-12. **Regent Barrett** asked what dark fiber is. **Mr. Ford** indicated it is fiber already in the ground that is not being used by anyone. If they take up the dark fiber, they will also be managing the equipment hookup at the ends.

e. Policy on Disposal of Computers [ITEM 131-107-R0506](#)

Mr. Mark Sheehan requested approval of this policy to bring the system into compliance with state and federal standards. **Chair Foster** announced that Mr. Sheehan was leaving the system and thanked him for all he had done to help the MUS.

 **Regent Barrett** moved **APPROVAL** of Item e.

 The Motion was **approved unanimously** on 7-0 vote.

i. Local Legislators - Discussion

Representative Bergren welcomed the Board to Havre, and apologized that none of his colleagues had arrived. **Rep. Bergren** indicated that during the next Legislative session he will be working to include higher education in the discussions. He said they had done great work in the last session with one-time funding, and a record amount in on-going funds for K-12. More work is needed, but he believes that higher education now has a greater stake. **Regent Barrett** indicated he hoped that Rep. Bergren and other legislators would spend more time in the Board meetings so they could see how they are managing the funds the State provides. **Rep. Bergren** agreed that education is an investment rather than an expense, and said that the rate of State funding was going the wrong way.

f. MIEA Resolutions

Commissioner Stearns reported to the Board that she would be presenting to them for Board adoption responses to one or more of the MIEA Resolutions.

g. Review of Residency Changes and the Related Policies

Associate Commissioner Robinson reported that after a review of the data, there had been no significant change over the years in the transition of non-resident students to resident students. He therefore saw no need to change the Board policy. **Regent Semmens** agreed with his recommendation.

h. General System Issues

Commissioner Stearns told the Board that at some point they will need to take action on some of the issues she was reporting on. Her first item was the breach of the server in OCHE. She thanked the many ITSD and campus people, Tyler Trevor, Edwina Dale, and Dave Gibson of OCHE for the tremendous amount of effort they dedicated to resolving this issue. Further, there may have been up to 1500 names connected with social security numbers. All of those were notified and given steps to follow.

The next issue was the Bitterroot Valley group looking at forming a community college. It is very premature, and possibly not the best idea. She advised the Board the group may at some point request time for public comment.

The Environmental Quality Control interim committee has taken on the task of the trust lands and will work on the issues of administrative fees. They provided a great report, and there is progress. The basic question is if it is constitutional to take the administrative fees on MUS trust lands. They are recommending some constitutional change in regard to the Morrell Act trust lands. More information and materials will be on the Agenda in September.

OCHE had received letters from the Legislative Auditors that there may have been conflict of interest or ethics statutes at INSA. They were copied to the Governor and President Dennison.

The last item was the progress on the OCHE building situation. They may need to have a special meeting or conference call meeting, or an action item at the July meeting. City Manager Tim Burton had come to the March meeting and assured the Board that Helena was eager to keep OCHE but that other issues of occupancy had arisen. There was a major change in the revenue stream for GSL. With the Federal Budget Reconciliation Act, they have lost a significant part of their income stream. They decided they should not give up their very favorable lease at 2500 Broadway. Under the circumstances, one third of the new building would house OCHE and BPE, and two thirds would be an unknown. In further discussions, they tried to find other tenants to make the bond payments. One more zoning issue will come to the Commission on June 5, and is another junction. Since it is very uncertain this can now be pulled together, OCHE may ask for approval of a change in direction on the building.

j. Faculty Appeal – Action Item – ITEM 131-118-R0506

No motion was made on Item j.

k. Student Appeal – Action Item – ITEM 131-119-R0506

Regent Barrett moved to have the Board **hear** this item due to the campus stating that it had no discretion to grant the appeal.

Chief Legal Counsel **Catherine Swift** advised the Board that, while the campus decision may have said that, OCHE did a complete review of the residency appeal and applied the rebuttable presumption properly so the case had been properly reviewed and denied.

Since the meeting was running late, it was decided to return to this issue immediately after lunch.

The Board recessed for lunch with the MAS at 12:15 p.m.

The meeting reconvened at 1:30 p.m.

Regent Barrett withdrew his motion on the student appeal.

i. Local Legislators – Discussion CONTINUED

Rep. Musgrove addressed the needs for the infrastructure at MSU-Northern. He is a member of the Appropriations Committee, and indicated that if these problems are not addressed, they will end up trying to catch up. He noted the ATC building was a magnificent public/private partnership. LRBP only provided half the money and the campus made it happen through donations for the other half. He advised the Board that the Indemnity Trust will sunset in 2014, and the science and water programs at Northern will be affected. The Legislative Finance Committee is looking at it and will meet on June 8. **Commissioner Stearns** said this is the first time she was aware they were trying to remove it from the statutory funding for MSU-Northern. **Chancellor Capdeville** indicated that if they lose that money, there would be no way they could backfill it from their funds. If the funds are removed from Northern, they remain in the Indemnity Trust Fund and will be given out to others as grants. **Mr. Alan Peura** noted that in the last session, HJR36 looked into this. The concern was the allocation had not been looked at to see if they were meeting the goals. They did a close evaluation to see what the priorities should be. The \$240,000 for MSU-N ended up at the bottom of the list. The intent of the Committee was to sponsor legislation to find a new allocation formula and not to fund the \$240,000 to Northern from that fund any longer. The Legislative Finance Committee will look at it on June 8. He indicated he would send the agenda to both Commissioner Stearns and Associate Commissioner Gibson. **Chair Foster** requested Commissioner Stearns, and Associate Commissioners Robinson and Gibson to monitor this issue closely and keep the Board informed on where it is headed and find an opportunity to visit with members of the Finance Committee to get their thinking.

END SYSTEM ISSUES

DISCUSSION WITH CAMPUS LEADERS

(President Geoff Gamble, Chancellor Alex Capdeville, and Dean Mary Moe)

This discussion was deferred until Friday morning before the Student Reports.

BUDGET AND AUDIT OVERSIGHT ITEMS

a. Strategic Plan

Item a. was deferred to the end.

b. Report from the Associate Commissioner for Fiscal Affairs

1. New Wellness Center – MSU-Northern

Associate Commissioner Robinson indicated he will visit with the Governor on this issue to get an understanding of the rationale, and what changes MUS needs to make in its process through that office.

2. Change in fees for Student Health Insurance

As directed by the Board, the Commissioner has approved an increase in Student Health Insurance fees of 4% to 5%.

3. Approval of Contract with new vendor for Montana Family Education Savings Plan – ITEM 131-109-R0506

This item requires approval by the Board. The Vendor will be looking at a new fee schedule sometime later this year, and will provide net fee reports as the Board had requested.

Regent Semmens moved **APPROVAL** of Item 3.

The Motion was **approved unanimously** on 7-0 vote.

4. Foundation Operating Agreement; The University of Montana-Missoula - ITEM 131-1011-R0506

5. Foundation Operating Agreement; The University of Montana-Western - ITEM 131-1603-R0506

Regent Semmens moved **APPROVAL** of Items 4 and 5.

The Motion was **approved unanimously** on 7-0 vote.

c. Approval of Project Priority List, Long Range Building Program Montana University System – ITEM 131-112-R0506

Regent Semmens moved **APPROVAL** of Item c.

The Motion was **approved unanimously** on 7-0 vote.

d. OTO Appropriations – ITEM 131-113-R0506

Regent Semmens affirmed that the number one priority is adequate funding for the core. If there are extra dollars, they could be used for the ideas presented here.

Regent Semmens moved **APPROVAL** of Item d.

Following extensive discussion on adding, removing, increasing, decreasing, or prioritizing the initiatives, Regent Semmens made the following amendment to his motion:

Regent Semmens AMENDED his motion with the following changes:

Priority one will be "Provide adequate funding to the educational units sufficient to limit tuition increases to 5% at the four-year campuses and 0% at the two-year campuses with a footnote that the amount is to be determined by the OCHE fiscal staff in collaboration with the Legislative Budget staff. The 2nd priority - Improve Affordability; 3rd - Transferability; 4th - Distance Learning; 5th - Indian Ed for All; 6th - Healthcare Ed; 7th - Equipment & Technology; 8th - Deferred Maintenance for CCs; 9th - Workforce Training & Prog. Dev. In High Demand fields. The Need-based Endowment is the final initiative with no dollar amount recommended.

The Motion **as amended** was **approved unanimously** on 7-0 vote.

Following a ten-minute break, the Board reconvened at 3:17 p.m.

e. FY07 Tuition Rates, Flathead Valley Community College, and Dawson Community College - ITEM 131-104-R0506

Regent Semmens moved **APPROVAL** of Item e.

The Motion was **approved unanimously** on 7-0 vote.

f. Montana University System Revised Tuition Matrices – FY07 - ITEM 131-106-R0506

This item is based on the directions from the Board at the March meeting to refund the retirement holdback to the students.

Regent Semmens moved **APPROVAL** of Item f.

The Motion was **approved unanimously** on 7-0 vote.

g. Approval of Two Budget Amendment Requests; Office Commissioner of Higher Education - ITEM 131-115-R0506

Regent Semmens moved **APPROVAL** of Item g.

The Motion was **approved unanimously** on 7-0 vote.

h. Negative Fund Balance Report

Regent Semmens indicated the reports show the funds are in good condition. MSU-Northern was delayed in providing their report, which is attached to these minutes.

i. Proposed Transfer of Real Property Interest in Lots 1 Through 22 of Block 32 of the Homevale Addition in the City of Missoula to Missoula County High School District No. 1 (MCHS) Pursuant to a Mediated Settlement Agreement & Release; The University of Montana-Missoula - ITEM 131-1001-R0506

The funds from this mediated settlement are dedicated to the College of Technology. **President Dennison** asked the Board to authorize the Commissioner and himself to sign the final deed and details.

Regent Semmens moved **APPROVAL** of Item i. with the addition of President Dennison's request

The Motion was **approved unanimously** on 7-0 vote.

j. Authorization to Secure InterCap Loan from Board of Investments for campus expansion – FVCC – ITEM 131-108-R0506

Regent Semmens moved **APPROVAL** of Item j.

The Motion was **approved unanimously** on 7-0 vote.

k. Intercollegiate Athletics Financial Accomplishments and Revised Plan; The University of Montana-Missoula – ITEM 131-1009-R0506

Regent Semmens moved **APPROVAL** of Item k.

The Motion was **approved unanimously** on 7-0 vote.

The increased cost of game tickets for students will be addressed next year when the new plan is completed.

l. Authorization for Annual Automatic Indexing of Student Fees; The University of Montana-Missoula - ITEM 131-1012-R0506

Regent Semmens reported the Committee had taken no position on this item. He requested the President of ASUM to

speaking to it since it is a student initiative. **Cedric Jacobson** explained these are necessary evils to maintain current services. It will make inflationary increases automatic. The two fees selected are common to all and will be used for the test, and also a pilot program. The MOU stipulates it must be reviewed in the fall of 2008 and in four year intervals as well and be presented to the Board. **Mr. Jacobson** provided a page showing the price indices. They did not use precise language since they did not intend to provide automatically 3.5% every year, but rather to guarantee access to proper funding. These increases would not be to fund expansions, but only maintain the current level of services. It was the hope of the campus to have the item approved today, with implementation in the fall of 2008. **Chair Foster** asked that if a Regent moved this item they include language that this is a pilot project specific to UM and these two fees.

Regent Semmens recommended **deferring this item to the September 2006 meeting**. He indicated Associate Commissioner Robinson was putting together a Task Force on Fees that will work on these issues over the summer. A student will be appointed as a member of the Task Force.

m. Renew Authorization to Provide Fire Suppression in Johnstone Center; MSU-Bozeman - [ITEM 131-2005-R0506](#)

Regent Semmens moved **APPROVAL** of Item m.

The Motion was **approved unanimously** on 7-0 vote.

n. Naming the "Harlan & Terri Byker Auditorium"; MSU-Bozeman - [ITEM 131-2006-R0506](#)

Regent Semmens moved **APPROVAL** of Item n.

The Motion was **approved unanimously** on 7-0 vote.

o. Series K 2006 Facilities Revenue Refunding Bond Issue; MSU - [ITEM 131-2007-R0506](#)

Regent Semmens indicated the Committee did not take this item up yesterday, but deferred it to today since Bond Counsel is here today. **Mr. Craig Roloff** explained these are the remaining portions of 1996 and 1998 bond issues for about \$2.5mil. They are not changing the maturity, simply consolidating into one and receiving a better interest rate. These bonds are for Billings and Bozeman, and they expect net savings of over \$600,000.

Regent Semmens recused himself for any possible conflict of interest.

Regent Barrett moved **APPROVAL** of "both documents".

It was noted there is only one resolution to cover both bonds.

The Motion was **approved unanimously** on 6-0 vote with **Regent Semmens** abstaining.

Mr. Roloff will update the Board with the final interest rate.

p. Adoption of a Definition of "Academic Buildings"; MSU - [ITEM 131-2010-R0506](#)

Regent Semmens noted this document is a starting point for the definition. After collaborative work, it should be ready for the September 2006 meeting.

q. Business Process Redesign Incentive Payments; MSU-Bozeman - [ITEM 131-2011-R0506](#)

Regent Semmens moved **APPROVAL** of Item q.

Following discussion on the appropriateness of acting on this item before acting on [ITEM 131-116-R0506](#) – Revisions to BOR Policies 711.1 & 711.2 the following action was taken:

Regent Semmens WITHDREW his motion, indicating he would make another motion following a failed vote on the new policy on Friday.

r. Board of Regents Policy 940.13 Tuition Waivers: Montana University System - Discussion

These issues will be studied further, with the Board leaning toward changing all waivers from full to partial. It was also the thought that the registration fee should be retained.

s. Revision to language contained in Item 129-2801-R1105- Authorization to Establish a Mandatory Lewistown Building Fee; Montana State University-Northern - [ITEM 131-2801-R0506](#)

Regent Semmens moved **APPROVAL** of Item s.

This item clarifies that the O&M for this building will not be funded by the State.

The Motion was **approved unanimously** on 7-0 vote.

a. Strategic Plan

Associate Commissioner Gibson indicated the document they were dealing with here was an extract from the main plan. **Regent Semmens** noted the recommendation to double the Governor's Scholarship, and asked if that was the intent. **Associate Commissioner Gibson** replied the Governor's Scholarship had started at \$3mil but in the latter hours of the session it was cut to \$1.5mil. The Governor is working on the budget, and OCHE supports taking it back to the full funding. The first year of the scholarship had \$270,000 in need-based aid. That number doubles in the second year and remains steady from then on because these are two-year programs.

Associate Commissioner Gibson and Regent Semmens will meet after the meeting recesses this evening to clarify the numbers.

Further discussion was deferred till after the full Strategic Plan tomorrow.

t. Public Comment

There was no public comment.

The Board recessed at 5:15 p.m. and went directly into Executive Session to resume the personnel evaluations.

FRIDAY, JUNE 2, 2006

The full Board reconvened at 8:35 a.m.

DISCUSSION WITH CAMPUS LEADERS





Chancellor Capdeville reported that MSU-Northern is well positioned with Caterpillar, Case, Toyota, and Ford to become one of the leading institutions for doing research on applications, offering hands-on training, and being an incubator for small businesses. They can also work with other campuses, and in fact be a leader with some of the technology they have on campus. Their goal is to work with the Tribal colleges, but this depends on grants to be successful. A big problem in the rural areas is Meth. They work through their Meth Committee on the Board of Crime Control with Bill Slaughter, head of the Department of Crime Control to improve this situation. They are looking at working with the prison population to provide training in the trades to prevent the use of Meth and other drugs. **Regent Semmens** asked if any of the companies that are associated with MSU-Northern might have workers with children that might be interested in Northern. They could possibly be put on a direct mail list. **Chancellor Capdeville** indicated that some companies such as Caterpillar fly to Havre in a Lear Jet and take the CEO and others around to see what they are doing. They have worked on programs that are successful at their community colleges and they then sponsor those students to attend MSU-Northern. One big problem for Northern is the out of state tuition which takes away some of the appeal. Northern works with the HR departments. The students are paid \$27/hr and they are moved there and given housing.

Dean Mary Moe reported on the programs at MSU-Great Falls CoT for Kids at Risk. See report attached to this document. **Regent O'Loughlin** asked how they find the at-risk students. **Dean Moe** indicated they plan to work with United Way to better identify those students. The program for middle schools involves all students in middle school, but they receive only one day which is inadequate. **Regent Hamilton** mentioned that SAF partners with College Summit and will send ten students from Havre and Glasgow High Schools to Denver for a College Readiness Program. Next year they plan to reach 50 juniors from those two schools. This helps first generation students who do not have the guidance needed from their parents. The high school counselors are very helpful and have on-line documents. There is an 80% success rate, and this could be extended throughout the state.

President Gamble indicated two issues that heavily impact education are Meth and rural poverty, and there is a direct relationship. MSU held a Wheeler Conference on Meth in Helena, which is epidemic in Montana. Montana is rated at first or second in the country for Meth use. It is a very destructive drug. Data shows that every year that has a 1% decrease in educational funding, there is a 1% increase in Corrections. 80% of the women and 60% of the men are in for Meth. The Meth Task Force has spent a lot of money reaching the 12 to 17 year olds, but the actual average age to begin using Meth is 20. He indicated those are their students. **President Gamble** believes the system needs to raise awareness of this problem as well as funding in the local communities. There are two treatment centers – Boulder and Miles City. He offered to host workshops on Meth that would be presented on each campus, and they have kits available to use as well for middle schools and high schools. The other issue is poverty and the erosion of rural Montana. MSU-Bozeman has dealt with this off and on over the years. There is a lot of grant money available to deal with this erosion, and in 2004, they received a grant for \$360,000 and used it to develop leadership in Glendive to understand what caused this erosion and what steps they needed to take to correct it. Based on that pilot they received a \$1.3mil grant to expand into 20 counties with less than 5000 population and 10% or greater unemployment. He encouraged others to apply for these grants. A second approach is the use of the resource base on each campus made up of faculty and staff. They had a partnership between the Colleges of Arts and Engineering, and the Extension Service to revitalize Anaconda. They are helping to restore the historic lights which are the first west of the Mississippi. They helped plant 900 trees, and students went to Anaconda to help spruce up the store fronts and increase their appeal. There are ways to motivate economic development, but they take some investment. In Harlowton, they were able to jump start three businesses and they are doing a great job. Cream of the West produces cereals, and pancake and waffle mix in clever "Made in Montana" containers. Rocky Mountain Cookware produces high end professional steel griddles for commercial use worldwide. Elk River Systems is another great success. It is an internet company which makes tickets to order for any group or event. **Mr. Evan Barrett** of the Governor's Office appreciated the discussion about the Extension Agents. He indicated they had scheduled a meeting with staff and the head of the Extension Service, and they have become the drivers of economic development in local communities. **Regent Hamilton** asked if there was a way to track the effects on children of parents using Meth as far as getting through school and foster care. **President Gamble** indicated there is data being amassed, but it is not a happy story. The data covers total financial impact, health of children, broken homes, foster care, and physical and psychological impacts on children. He indicated he had the unfortunate duty to serve on a trial for a rape in a Meth house, and it was the most personally difficult thing he had ever done.

END CEO REPORTS

SYSTEM ISSUES Continued

- j. Faculty Appeal – Action Item – [ITEM 131-118-R0506](#)
 **Regent Taylor** moved to **AFFIRM** the decision of the Commissioner on Item j.
 The Motion was **approved unanimously** on 7-0 vote.
- k. Student Appeal – Action Item – [ITEM 131-119-R0506](#)
 **Regent Barrett** moved to **AFFIRM** the decision of the Commissioner on item k.
 The Motion was **approved unanimously** on 7-0 vote.
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STUDENT REPORTS

Justine Kapperud, President of ASMSU-GF indicated this would be her last report to the Board. This year they have the largest graduating class ever. Election of Officers gave these results: President AJ (Arthur J.) Hernandez, Vice President Carla Wilson, Treasurer Danielle Tendetnik, and Secretary Lacy Crawford. See her attached report.

See the attached report by **Kevin Mathewski** of MSU-Billings. The new Student President is Kevin Mathewski and the Vice President is Dan Hansen. **Mr. Mathewski** reported that the former Treasurer for MAS said student funds should not be placed in OCHE. **Regent Semmens** didn't believe the Board had direct governance over MAS, but encouraged better governance. **Mr. Mathewski** said the funds had been well cared for over the years and MAS will continue that. **Ms. Pam Joehler** indicated that when OCHE took over the funds and implemented per diem MAS was unhappy. Chief Legal Counsel **Catherine Swift** indicated they are state funds, and they were moved for convenience. **Regent Semmens** asked that if these were state funds if there was the flexibility to determine where they are located, and are expenditures subject to state per diem. **Counsel Swift** noted there are some Attorney General opinions indicating they are subject to per diem with some exceptions. She will look at those again. **Commissioner Stearns** suggested that MAS add to their operating rules and MOU that they obtain guidance from the System.

See the attached report by **Cedric Jacobson** of UM-Missoula. **Mr. Jacobson** indicated they would like to see a student presence on the Task Force on Fees. **Regent Semmens** endorsed that idea. **President Dennison** acknowledged former President Brad Cederberg who could not attend the meeting. He is currently in training at DAD.

Cole Arthun is the new President of ASMSU replacing Blake Rasmussen who starts working at Boeing in September. The vote for MAS officers will be held in September when school begins. During the summer, the Interim Vice President of MAS will be Kevin Mathewski. **Mr. Arthun** indicated he had no idea MAS had a problem with its funds. He will write up a memo to acknowledge fully the problem so it doesn't happen again. He intends to take the message on Meth back to his campus to make students aware of the potential devastation.

END STUDENT REPORTS

Following a 10-minute break, the Board reconvened at 10:05 a.m.

WORKFORCE DEVELOPMENT ITEMS

- a. Review and approve minutes of last committee meeting.
- b. Review and approve committee meeting agenda.
- c. Update on the healthcare advisory group and data team (Representative from Advisory Group)

Regent Foster reported he had met with Dick Brown from the Hospital Association, and Tyler Trevor is working on the data. He noted that Dr. Arlene Parisot is also a member of the Board.

- d. Update on activities of the State Workforce Investment Board, including initiatives for healthcare workers and apprenticeship programs.

Dr. Parisot addressed the funds from the WIRED grant that will be managed in OCHE. She said they already have a career pathways model that shows how it can work, including developing cluster hubs.

Dr. Parisot made the following points regarding the WIRED grant:

1. Need for standardized technical curriculum
2. Use of distance education as a delivery mechanism
3. Development of a pipeline of workers
4. Development of Entrepreneurship education

The WIRED funds will be distributed through a competitive RFP process. If anyone wants more information on the process, they can go to the state website for an explanation. The WIRED grant will work with the Montana Department of Agriculture, Montana Department of Labor, Montana Department of Commerce, the Governor's Office, the project director, and OCHE.

- e. Update on WIRED grant

1. Three subcommittees have been appointed to work on the following issues identified to assist the state in developing a career cluster model of instruction that links secondary and postsecondary curriculum:
 - ✓ State Level Leadership
 - ✓ Career Pathways and Framework
 - ✓ Professional Development

Dr. Parisot told the group OPI also has a cluster segment included in their high school reform effort.

1. The Apprenticeship Advisory Committee under the State Workforce Investment Board has been formed, with members representing business, education, and labor. Because of the success of the work MSU-Northern has done with apprenticeship programs and working with Montana Department of Labor and Industry, the committee has drafted a Memorandum of Agreement that would outline a process based on the MSU Northern model for developing apprenticeable programs that collaborate with education. This will ensure state-wide consistency in terms of curriculum, program approval, and credit equivalency. The MOU will be brought to the Board of Regents for review and approval.
2. **Dr. Parisot** said the Governor's Office and Department of Labor and Industry requested the SWIB Economic Development Business Retention Committee evaluate the healthcare staffing shortages and then recommended SWIB develop a Healthcare Workforce Committee, which will look at the issues in preparation for the legislative session and will bring forth recommendations to the governor and the Board of Regents.

- g. Update on CBJT Mt BILT US-DOL Construction Trades Grant

1. Partner institutions in this grant are MSU-Billings COT, UM-Missoula COT, MT Tech College of Technology, and MSU-Northern.
2. Since the grant was awarded, Miles Community College, UM Helena COT, MSU Great Falls COT, and Flathead Valley Community College have also joined.
3. They have created a state-wide advisory committee for this grant, which includes a project director and project manager, Cleo Sutton.

Dean Cech stated the goals:

- ✓ Develop statewide common core (NCCER)
- ✓ Development of construction cluster" career and educational pathway portal,
- ✓ Data collection, aggregation and dissemination
- ✓ Develop sustainability plan
- ✓ Develop strong partnerships regionally & statewide and
- ✓ Improve math skills and basic competency of incoming construction students
- ✓ Statewide recruitment of students in construction
- ✓ Participate in community building activities
- ✓ Seek opportunities to leverage funds with Montana WIRED grant & other grants
- ✓ Expand outreach to K-12
- ✓ Develop additional construction programs at each institution based on local area

h. Perkins Quarterly Update – [ITEM 131-102-R0506](#)

Dr. Parisot reported the extension of the Perkins Grant, and indicated no action was needed at this time.

i. Discussion of integrated student/workforce data project

The following data needs to be researched: number of graduates, curriculums, number of population working currently, geographic distribution, institutional capacity, vacancies and openings, and projected workforce needs and demands.

f. Strategic plan – discussion of goals related to Workforce Committee - see attached updated Plan.

Four key areas the Workforce Committee would like Board of Regents' action on:

1. To increase employer satisfaction - everybody gathers the data
2. Increase degrees/certificates in high-demand areas
3. Increase job placement rates
4. Grow 2 year degrees and certificates

Associate Commissioner Gibson told the committee he would like to present two conceptual goals for the Two Year Council to reach in the next year:

1. Develop some goals around certificates and degrees in high-demand occupational fields.
2. Develop goals in how to measure the goals in healthcare.

Chair Foster indicated they would wait for the full discussion before adopting this portion of the Strategic Plan.

Associate Commissioner Gibson provided the Board with the updated recommendations from the Committee for this portion of the Strategic Plan. **Regent Semmens** asked for input from Mr. Evan Barrett from the Governor's Office. He indicated they had a good report from the Montana DOL on trends and needs and asked if there were other resources the Board could use to understand better the needs of the State. **Mr. Barrett** indicated that most of this work is through SWIB as the focal point. The targets are the same and they see the same needs. MUS is the delivery mechanism. Rural areas are increasingly critical, and the efforts shown here dovetail with the Executive Branch.

END WORKFORCE DEVELOPMENT ITEMS

ACADEMIC/STUDENT AFFAIRS ITEMS

a. **Portion of the Meeting Devoted to Topics of Concern to Both Academic and Student Affairs Officers.**

1. Discussion of the Board of Regents' Strategic Plan

Regent Hamilton gave an overview of the new language developed by the Committee. See attached Plan.

2. Discussion of Distance Education

Regent Hamilton summarized Tom Gibson's report on Distance Education.

3. Discussion of Emergency Preparedness

Regent Hamilton gave a brief overview of the report provided to the Committee by Lowell Goetting. A FEMA grant is funding the plan development for eight MUS campuses, and may provide implementation funds when the plans are approved by FEMA for both natural and man-made disasters.

4. Discussion of [Policy 940.29](#), tuition for post-baccalaureate students.

Regent Hamilton indicated this item will be deferred to the next meeting since there remain some issues to be considered.


b. **Portion of Meeting Devoted to Topics of Concern to Chief Academic Officers.**

1. Level I memorandum.

There were no questions on Item b.1.

2. Level II items.

a) [ITEM 130-301-R0306](#): Certificates of Applied Science, Flathead Valley Community College.

 **Regent Hamilton** moved approval of Item b.2.a.

✓ The Motion was **approved unanimously** on 7-0 vote.

b) ITEM 130-2851-R0306: A.A.S. degree in Radiologic Technology, MSU-Great Falls College of Technology. **Regent Hamilton** noted this item exceeds the number of credits allowed under Board Policy, and requested Great Falls to look to partner with another program rather than to start a new one. There are now five programs in Montana and one is distance delivered. It appears to be modeled after FVCC but there is no partnership. **Dean Moe** believes this item should be approved at this meeting. She explained that Benefis had approached her and asked that the COT assume the program. Benefis will be absorbing all the clinical requirements, so Dean Moe decided they needed a Program Director for the proper coursework. They asked MSU-Billings if they could use their Director, but she was already too busy. Flathead Valley Community College was also too busy. **Dean Moe** believes they need a full time Director and that is what this proposal indicated. She indicated they are ready to offer the position on a Letter of Appointment. Further, she is prepared to return to campus and bring the credits into compliance with the Policy. It could be accomplished in time for approval in July. The policy requires that the credits be acceptable and comparable to the rest of the System. **Dean Moe** said they will meet that requirement with documentation. **Deputy Commissioner Roger Barber** indicated there are three programs in the system at this time with 72 Credits, and Great Falls could follow those models. Since the hospital and clinic are absorbing the costs of providing all of the technical courses, it would cost more for the College to provide this as distance learning.

✓ **Regent Hamilton** moved **approval** of Item b.2.b. based on the need for speed with the **qualification** that the issue of Credits will be dealt with and presented to the Board by the September 2006 meeting.

✓ The Motion was **approved unanimously** on 7-0 vote.

c) ITEM 130-2852-R0306: Certificate of Practical Nursing, MSU-Great Falls College of Technology.

✓ **Regent Hamilton** moved **approval** of Item b.2.c.

✓ The Motion was **approved unanimously** on 7-0 vote.

c. ITEM 130-2804-R0306: Civil Engineering Technology program in Great Falls, MSU-Northern.

✓ **Regent Hamilton** moved **approval** of Item c.

✓ The Motion was **approved unanimously** on 7-0 vote.

d. ITEM 130-1018-R0306: Irish Studies minor, UM-Missoula.

✓ **Regent Hamilton** moved **approval** of Item d.

✓ The Motion was **approved unanimously** on 7-0 vote.

e. ITEM 130-1503-R0306: Bachelor and Master's degree in Electrical Engineering, Montana Tech.

✓ **Regent Hamilton** moved **approval** of Item e.

Mr. Dave Dooley indicated this is an area of obvious duplication, however MT Tech already has a General Engineering Degree with an Emphasis in Electrical Engineering. Their students have trouble with that kind of degree when approaching possible employers, and the proposal would correct that problem. Although it ends up with two campuses having the same degree programs MSU-Bozeman does not see a problem in this case. They are not opposed to this item since it is the sensible thing for students. There was discussion on the status of transferability of the credits and courses in this program to MSU-Bozeman and since no evaluation had yet been done, Mr. Dooley indicated his campus would do the evaluation expeditiously. **Regent Barrett** said he would be satisfied if action was taken today and the campuses followed up at the September 2006 meeting indicating completion of these issues.

✓ **Regent Hamilton** amended her motion to **include language** that the campuses will work on the articulation and report to the Board at the September meeting.

✓ The Motion as amended was **approved unanimously** on 7-0 vote.

f. ITEM 131-101-R0506: Additional revisions to the model nursing curriculum.

Deputy Commissioner Barber gave an overview of the rationale for these changes. There will be a transition period using as much common curriculum as possible for those students already in the program, and those that will be entering. There was concern this model is considerably more rigorous, and the model will track the impact on students. **Regent Barber's** office is developing a template for students to know what they need to do for different circumstances. **Chair Foster** commented that Deputy Commissioner Barber has shown outstanding leadership and persistence in this effort and he thanked him on behalf of the Board.

✓ **Regent Hamilton** moved **approval** of Item f.

✓ The Motion was **approved unanimously** on 7-0 vote.

g. Review the Scope of the University of Montana-Missoula Paleontology Center and an associated Fort Peck Field Station.

It was explained that although the language is a little confusing, The University of Montana Center focuses on invertebrates, not dinosaurs. Although both materials are mixed in the field the bones are of more interest to the Fort Peck Field Station.

END ACADEMIC/STUDENT AFFAIRS ITEMS


STAFF AND COMPENSATION ITEMS

a. ITEM 131-116-R0506 – Revisions to BOR Policies 711.1 & 711.2 (*Employment contracts and pay guidelines for non-faculty administrators and professionals*) The BOR through this proposed policy delegates to the Commissioner of

Higher Education the authority to approve employment contracts and pay adjustments in accordance with approved pay guidelines.

 **Regent Barrett** moved **approval** of Item a.

Mr. Kevin McRae explained these changes would apply to approximately 800 non-faculty employees. It delegates the authority to approve contracts and pay adjustments to a defined level to the Commissioner. The faculty contracts are not changed at this time, however there is interest in treating faculty contracts similarly since those pay issues are already set by the Board through the Bargaining Agreements. There will be a recommendation for the July 2006 meeting.

 The Motion was **approved unanimously** on 7-0 vote.


b. Discussion of contract approval procedures for head coaches.

This item was discussed with Item a.

c. Discussion of CUPA salary survey (*College and University Professionals Association for Human Resources*)

See comparison charts attached to this report.

d. ITEM 131-111-R0506 – Revision to BOR Policy 804.1 (*Authorization of administrative positions for the self-insured group insurance plan*) The proposed revision would increase by .5 (one-half) the number of full-time equivalent positions authorized to the Commissioner of Higher Education for administration of the self-insured group insurance plan. The current authorization is 3.5 full-time employees (the proposal authorizes up to 4.0 positions).

 **Regent Barrett** moved **approval** of Item d.

 The Motion was **approved unanimously** on 7-0 vote.

e. Discussion of titles for the chief executive officers of the two “stand-alone” Colleges of Technology in Great Falls and Helena. A change from the current title of Dean to the title of Chancellor is under consideration.

Dean Moe will make suggestions in the future.

g. Public Comment


There was no public comment

END STAFF AND COMPENSATION ITEMS

SYSTEM ISSUES continued

b. Strategic Plan

Associate Commissioner Dave Gibson indicated OCHE would accept feedback on this document for the next three weeks since it needs to be ready for the July 2006 meeting. The cost of education is based on the budgets, and they need to set goals or boundaries on non-resident tuition. Since this is a living document, these can be revisited. Regent Hamilton noted that in the bar charts the two-year campuses are more in line with the peers, where the four-year campuses are not. Montana has continued to freeze tuition at the two-year campuses, but not the four-year. Regent Semmens said there were two different data. The two-year campuses were closer on spending. The four-year campuses spend less. In relation to tuition, in all three categories the four-year campuses are flat, and in all cases the two-year campuses are about \$700 above the peers. Regent Hamilton indicated it had been a number of years since they had implemented the differential tuition to bring the two-year campuses more in line, but there is no measurable difference. She asked if holding to a zero increase will make any real difference. Regent Semmens indicated he suspected it would make a difference. He indicated it hadn't been zero over the last several years but about 3.5% to 4% increases. If the Board holds them to zero they should make up some ground on the gap, at least slowly. Regent Semmens indicated the initiatives needed to be updated to reflect the actions taken yesterday, such as endowed scholarships, affordability, and the new Priority One to encourage adequate unrestricted funding for the 5 + 0 type of situation. Further, retention rates should be clarified with a note that they include students transferring within the system as being non-retention. Some numbers still need to be updated. Associate Commissioner Gibson indicated OCHE had negotiated this with PEPB, and they will continue to manage it because it is a piece of the puzzle.

 There was **Board Consensus** for Associate Commissioner David Gibson to refine further the Strategic Plan to have it ready for the July 2006 meeting.

It was noted that MPACT also needed to be included.

END SYSTEM ISSUES

BUDGET AND AUDIT OVERSIGHT ITEMS continued

q. Business Process Redesign Incentive Payments; MSU-Bozeman - ITEM 131-2011-R0506

Item q. was pulled from the Agenda.

END BUDGET AND AUDIT OVERSIGHT ITEMS

CONSENT AGENDA

Staff Items:

a. ITEM 131-100-R0506 – Staff; Office Commissioner of Higher Education

b. ITEM 131-1000-R0506 - Staff; The University of Montana-Missoula

c. ITEM 131-1005-R0506 - Authorization to Confer the Title Professor Emeritus of Library Science upon Bonnie Schuster; The University of Montana-Missoula

d. ITEM 131-1006-R0506 - Authorization to Confer the Title of Professor Emeritus of Library Science upon Dennis L. Richards; The University of Montana-Missoula

- e. ITEM 131-1500-R0506 - Staff; Montana Tech of The University of Montana
- f. ITEM 131-1507-R0506 - Authorization to Confer the Title Professor Emeritus of Mathematical Sciences upon Nina Lupkiewicz; Montana Tech of The University of Montana
- g. ITEM 131-1600-R0506 - Staff; The University of Montana-Western
- h. ITEM 131-1601-R0506 - Authorization to Confer the Title of Assistant Professor Emeritus of Business upon John Bailey; The University of Montana-Western
- i. ITEM 131-2000-R0506 - Staff; MSU-Bozeman
- j. ITEM 131-2001-R0506 - Professor Emeritus of Political Science-Raymond Pratt; MSU-Bozeman
- k. ITEM 131-2002-R0506 - Professor Emeritus of Cooperative Ext & Ag Econ-James Johnson; MSU-Bozeman
- l. ITEM 131-2003-R0506 - Professor Emeritus of Nursing-Kathleen Chafey; MSU-Bozeman
- m. ITEM 131-2004-R0506 - Professor Emeritus of Cooperative Extension-David Sharpe; MSU-Bozeman
- n. ITEM 131-2300-R0506 - Staff; Ag Experiment Station
- o. ITEM 131-2400-R0506 - Staff; Cooperative Extension Service
- p. ITEM 131-2700-R0506 - Staff; MSU-Billings
- q. ITEM 131-2708-R0506 - Authorization to Confer the Title of Professor Emeritus of Native American Studies upon Professor C. Adrian Heidenreich; Montana State University–Billings
- r. ITEM 131-2800-R0506 - Staff, MSU-Northern
- s. ITEM 131-2850-R0506 - Staff, MSU-Great Falls

Labor Agreements/Other Items

- a. ITEM 131-103-R0506 – Approval of Tentative Agreement with Helena College of Technology Faculty Union

Administrative/Budget Items

- a. Student Computer Fee Employment Allocation; The University of Montana-Missoula - ITEM 131-1002-R0506
 - b. Student Computer Fee Equipment Allocation; The University of Montana-Missoula - ITEM 131-1003-R0506
 - c. Authority Reports; The University of Montana-Missoula - ITEM 131-1004-R0506
 - d. Annual Status Report of Regents Authority; Montana State University-Bozeman – ITEM 131-2013-R0506
 - e. Authorization to Expend Student Computer Fees; Montana Tech of The University of Montana - ITEM 131-1503-R0506
 - f. Authorization to Expend Student Computer Fees; Montana Tech of The University Of Montana - ITEM 131-1506-R0506
 - g. Authorization to Expend Reverted Appropriations; The University of Montana-Western - ITEM 131-1602-R0506
 - h. Authorization to Expend Student Computer Technology Fees; The University of Montana-Helena College of Technology - ITEM 131-1900-R0506
 - i. Approval of Tentative Agreement with Faculty Union; Montana State University-Northern – ITEM 131-117-R0506
- Regent Semmens **moved approval** of the Consent Agenda.
- The motion was **approved unanimously** on 7-0 vote.

END CONSENT AGENDA

ELECTION OF OFFICERS

Chair Foster announced his resignation from the Board of Regents at the direction of his doctor. He indicated the resignation would be effective approximately June 15. He wished the Board and the System the best of luck and indicated they are headed in the right direction and he was pleased with the accomplishments of the Board thus far. Regent Semmens thanked Chair Foster for his service to the Board. His background in private business, the Legislature, and healthcare has been beneficial to the system. He expressed his respect for Chair Foster, and considered him a valued colleague and a good friend.

Chair Foster called for NOMINATIONS

Regent Semmens nominated Regent Hamilton for Chair of the Board

There were no further nominations

By unanimous acclamation of the nomination, Regent Hamilton was declared the new Chair of the Board.

Regent Taylor nominated Regent Barrett for Vice Chair of the Board

There were no further nominations

By unanimous acclamation of the nomination, Regent Barrett was declared the new Vice Chair of the Board.

With no further business to come before the Board, the meeting adjourned at 12:20 p.m.

Mailed to the Board of Regents on

Approved by the Board of Regents on

(Date)

(Date)

Sherry Rosette
Board Secretary

Lynn Morrison-Hamilton
Board Chair

**MINUTES
BUDGET AND AUDIT OVERSIGHT COMMITTEE MEETING**

Wednesday, May 31, 2006

The meeting convened at 1:10 p.m.

a. Strategic Plan – Discussion

Item a. was deferred to the full board.

b. Report from the Associate Commissioner for Fiscal Affairs

1. New Wellness Center – MSU-Northern

Associate Commissioner Mick Robinson reported on the Wellness Center at MSU-Northern which was approved by the Board at the March, 2006 meeting. It is to be built with all donated funds. He indicated that the Governor had declined to approve it, and on May 17, the Committee had discussed the impact on Northern's ability to receive donations. The item will be included in the LRBP for Authority Only. Chancellor Capdeville is concerned since they have already received \$500,000 from the gas and oil industries in their community. He indicated this action could tell donors that it is only tentative. They had never had this happen before. Regent Semmens asked Mr. Mark Bruno from the Governor's Office why there would be a problem when it will not involve state funds for anything, even O&M from the outset. Mr. Bruno mentioned that the Governor had approved the Lewistown project, and noted the Legislative Session was about 7 months away. Regent Semmens asked what the total was to be through fund raising, and Chancellor Capdeville indicated \$1mil to \$1.2mil. The campaign is active now, and they had hoped to have it complete in the next year. Associate Commissioner Robinson indicated he would like to have a visit with the Governor's office since this is a change of procedure, so he can get a better understanding of the rationale and how the MUS should approach projects in the future that will be built and maintained by 100% donated dollars. Should they go through the Legislature, or some other route? Mr. Bruno indicated it was no one's intention to affect adversely the ability of the campus to raise funds.

2. Change in fees for Student Health Insurance

It was reported that the Commissioner had approved the change in Student Health Insurance fees as directed by the Board.

3. Approval of Contract with new vendor for Montana Family Education Savings Plan – ITEM 131-109-R0506

Mr. Bruce Marks, Director the Montana Guaranteed Student Loan Program (GSL) indicated there are two issues in this. The Board needs to review annually reports from the vendor on the specific investment funds and revenues, less fees for a net return. According To Pacific Life, they are introducing a new pricing campaign nationwide that should bring them into line with other providers. They need to make the changes, and while there is no exact timeline, they hope to have a proposal by the end of summer or at least the end of the year. Regent Semmens indicated the Board had requested annual reports on fees and net of fees, and asked when that will be done. Mr. Marks noted that in the contract presented for approval, under Item 5 it is indicated they will provide that report to the Board by May 31 of each year. However, this year it will probably be the September meeting. Pacific Life wants to move from a high priced provider to a low priced, but certainly not more than middle priced provider. Regent Semmens indicated the median for fees is about 2%. Utah has about .3% because of indexed funds. He asked if GSL could encourage Pacific Life to go toward the indexed fund approach. Mr. Marks indicated these are included in the contract and it is not an exclusive agreement so they are able to use whatever funds they choose. Although the contract runs for 3 years, they can terminate it with 90 days notice.

Action must be taken at this meeting to approve the contract.

4. Foundation Operating Agreement; The University of Montana-Missoula - ITEM 131-1011-R0506

5. Foundation Operating Agreement; The University of Montana-Western - ITEM 131-1603-R0506

Both Operating Agreements meet the specifications of policy.

The Committee recommends approval of Items 4. and 5.

c. Approval of Project Priority List, Long Range Building Program Montana University System – ITEM 131-112-R0506

Regent Semmens recommended approval of the LRBP and there was consensus of the Committee.

d. OTO Appropriations – ITEM 131-113-R0506

Item d. was deferred until Commissioner Stearns and Associate Commissioner Gibson could be present for the discussion.

e. FY07 Tuition Rates, Flathead Valley Community College, and Dawson Community College - ITEM 131-104-R0506

The Local Boards have the option to present tuition for one year at a time. The Board of Regents approves tuition biannually. President Karas of Flathead Valley Community College explained that although the percentage is high, the actual dollar increase is low. They are attempting to catch up with the system. The State funding for community colleges has dropped per FTE. Each community college has local appropriations and mills, which are different in each community. President Cargill of Dawson Community College indicated their number is misleading. The Local Board approved 6% and also raised the cap to 15 hours. President Karas noted that one reason their mandatory fees increased is because building fees have not risen since 1989. All of these were approved by the Local Boards.

The Committee recommends approval of Item e.

f. Montana University System Revised Tuition Matrices – FY07 - ITEM 131-106-R0506

No action was required on this item since the Board had voted on the rebate in March, 2006. These were revised

calculations to reduce tuition in 2007. The changes are effective Fall 2006.

g. Approval of Two Budget Amendment Requests; Office Commissioner of Higher Education - ITEM 131-115-R0506
Additional authority is being requested for FY06 and FY07. Additional authority will be requested through the Budget process for FY08 and FY09. These are all Federal funds.

The Committee recommends approval of Item e.

h. Negative Fund Balance Report

Chancellor Capdeville reported MSU-Northern is meeting all payments on their deficits. Auxiliaries continue to be a challenge for Northern. **Regent Semmens** asked if the general operating deficit was to be decreased by \$150,000.

Chancellor Capdeville indicated that next year the balance will be \$142,000. The payoff has been built into the operating budgets.

See the attached late report from MSU-Northern on the Negative Fund Balances.

Reports for the other campuses were included with the Agenda.

i. Proposed Transfer of Real Property Interest in Lots 1 Through 22 of Block 32 of the Homevale Addition in the City of Missoula to Missoula County High School District No. 1 (MCHS) Pursuant to a Mediated Settlement Agreement & Release; The University of Montana-Missoula - ITEM 131-1001-R0506

This issue goes back to the transfer of the Vo-Techs to the University System. When the Missoula Vo-Technology became part of UM all the property was transferred with a dollar payment except for this piece. It is referred to as the Homevale Addition. It was originally purchased by Bill Gallagher for vocational education. The School District made payments on the Bonds. There was disagreement on ownership and it was sent to mediation. The decision was for 70-30 ownership, with UM having 30% ownership. The property should sell for a total of \$300,000. The Land Board must approve this, and the Board of Regents needs to approve it so the Commissioner and President Dennison can sign off when it is approved by the Land Board. Associate Commissioner Robinson indicated they needed the Board to authorize the Commissioner and President to approve the final settlement, which still needs to be completed. The language needs to be refined. The proceeds will go to the College of Technology as intended by Bill Gallagher.

The Committee will recommend approval of Item g.

j. Authorization to Secure Intercap Loan from Board of Investments for campus expansion – FVCC – ITEM 131-108-R0506

The Local Board of Trustees had approved the resolution to request the approval of the Board of Regents and then the Board of Investments. The bond issue was approved in 2002 for \$15.6mil, and the delay that ensued between 2002 and 2006 increased the cost extensively. After cutting back the scope of the building, the campus is left with a \$3.5mil gap between the bonds and the current cost. They are currently in the silent phase of a campaign to raise funds through donations through the foundation.

The Committee will recommend approval of Item h.

k. Intercollegiate Athletics Financial Accomplishments and Revised Plan; The University of Montana-Missoula – ITEM 131-1009-R0506

Regent Semmens congratulated The University of Montana on this accomplishment.

The Committee will recommend acceptance of the revised plan.

l. Authorization for Annual Automatic Indexing of Student Fees; The University of Montana-Missoula - ITEM 131-1012-R0506

*This item reflects an agreement struck between student government and management. **President Dennison** indicated they had narrowed the fees to two to be indexed. They recommend indexing fees by the inflation rate or up to 5%. Over 3.5% increases would be reviewed by the student senate and could be turned down. Any increase over 5% could be overturned by a super majority of students. There will be a biennial review, and they plan to move forward one year from now. **Associate Commissioner Robinson** asked how this would work with the Board approval of fees on a two year basis. **President Dennison** indicated they would present the actual increase for the first year and the estimated increase for the second year. **Commissioner Stearns** noted that Regent O'Loughlin wanted to be part of this discussion and requested it be revisited with the entire Board. **Regent Semmens** noted they are nearing the end of revising the Allocation Model which should indicate what the system concept of tuition and fees should be. He wanted to have time to consider this concept in the overall discussion of tuition and fees. **President Dennison** indicated he didn't know if timing was an issue, but said they had reached agreement on campus and would like to move forward. **Regent Semmens** asked if the Commissioner had a recommendation. **Commissioner Stearns** indicated her office had been waiting for this discussion as well. She said they tend to ask other campuses if they have looked at the particular issues and she is not aware that has been done on this item. In support of the item, she noted that it addresses the issue that came up two or four years ago when the Board advised the campuses and OCHE to have more steady and constant fee increases rather than holding them for ten or more years and then need a large increase. She questioned why only two fees were included, and although she has no stand against the item, she does have concerns about the need for more research on the system level. **Regent Semmens** indicated the item merits thought and consideration and asked if any other CEO had looked at this type of thing. None had done so.*

Further discussion was deferred to the full Board.

m. Renew Authorization to Provide Fire Suppression in Johnstone Center; MSU-Bozeman - ITEM 131-2005-R0506

The committee will recommend approval of Item k.

n. Naming the "Harlan & Terri Byker Auditorium"; MSU-Bozeman - ITEM 131-2006-R0506

The committee will recommend approval of Item l.

o. Series K 2006 Facilities Revenue Refunding Bond Issue; MSU - ITEM 131-2007-R0506

Item m. was deferred to the full Board the following day to allow Bond Counsel to be present for discussion.

p. Adoption of a Definition of "Academic Buildings"; MSU - ITEM 131-2010-R0506

Associate Commissioner Mick Robinson indicated this item was for clarification on the issue of O&M on academic buildings. **President Gamble** said he believes the State should cover O&M for any state building regardless of the source of funding to build. **Associate Commissioner Robinson** asked that no one take a position on this today but have the discussion and reference the cash funded on HB 5 which indicates OCHE should work with the Budget Office, the Legislature, and A&E to reach agreement on what is to be presented to the Legislature. He recommended adding the issue of O&M to the discussion. Some buildings that were moved forward by the Board outside the Legislative process always had the statement that O&M would not be covered with State funds. These are touchy issues and it reaches back to the earlier decision to use indirects for these costs. **Associate Commissioner Robinson** preferred that no action would be taken that would be a line in the sand. The ambiguity relates solely to academic buildings and the Legislature has said in HB 5 that O&M needs to be covered for academic buildings. He wants the MUS to be in line with other state agencies and get this straightened out. **Regent Barrett** asked if adoption of this item would apply retroactively and **Ms. Pam Joehler** indicated it would apply to buildings approved in the last Legislative Session, with a couple changes in previously approved buildings, and in the future. The balance would be dealt with down the road. In answer to Commissioner Stearns, **Mr. Craig Roloff** reported he had started working on this the first week of January and they did work with UM. They shared the item at the system level at the end of January. **Mr. Roloff** indicated they were presenting the item to the Board at this meeting to move it from behind the scenes to the forefront. He said they did not expect immediate endorsement. Further, the campuses were aware there was a meeting called between the Executive, Legislative, and MUS and they were pleased about it. However, they hope to be participants in future meetings. **Mr. Roloff** expressed the hope that both the State and the System would use reason in developing this. **Regent Semmens** indicated he hoped there would be no sides taken in the issue, but rather full collaboration. He said the key research campuses need to be at the table. A recommendation needs to be available to the board at the November meeting in order to have it ready for the Legislative session. It was noted that all research buildings are built with non-state funds, and a handful of academic buildings are built with non-state funds. **Chancellor Gilmore** reported that nationally, research is not considered separate from academia. The group will get together and continue to work on this issue.

Following a 15 minute break, the Committee reconvened at 3:30 p.m.

q. Business Process Redesign Incentive Payments; MSU-Bozeman - ITEM 131-2011-R0506

Mr. Craig Roloff explained that all four campuses and the three agencies were engaged in the review of all business processes under the umbrella of Administration and Finance. The objective was to establish a database of one set of data elements and one set of standard processes that would be shared by all entries at MSU. This was a three phase project: the first phase will be complete at the end of June, the second at the end of December or early January, and the third will be complete next academic year. There are ten teams doing an incredible amount of work, and the campus wants to recognize their efforts with some form of award. That is the purpose of this incentive bonus plan for all of the team members as described in the document. If they accomplish all the goals on time, then members could received a bonus up to \$350. **Mr. Kevin McRae** reviewed the item and found no problems, and indicated it was consistent with the strategic pay policy of the System. **Regent Barrett** asked why this was only being done on one side of the system. **President Dennison** said it would be good sense to have a system wide committee. He noted they had done it several years ago at UM for the Data warehouse project, and had hundreds of thousands of dollars in savings. **Regent Semmens** said he hopes this is considered by other campuses to show best practices.

The Committee will recommend approval of Item o.

r. Board of Regents Policy 940.13 Tuition Waivers: Montana University System

Associate Commissioner Mick Robinson referred the group to # 7 of the mandatory tuition waivers. He noted it still needs added language. Part 8 is discretionary waivers. Two percent of the dollar amount limits is allowed for out of state waivers. Part 9 a. is Financial Need, and he requested direction from the Board on some issues such as need-based versus merit based aid. By nature, some will be merit based, but they have included language in the original policy that requires a need. He asked if the Board believed that was appropriate, or if it should include financial need whenever possible. The bottom line for waivers in 2001 was short of \$10mil and in 2006 had grown to \$21mil. Those increases are paid by increased tuition costs. There will be a significant increase in the High School Honors Scholarship as it phases in. Most waivers fall under the mandatory category. **Mr. Doug Kaercher** spoke about the Boys and Girls Club which targets the most disadvantaged youths from the ages of 5 to 18 years and on the reservations. He reported that Wyoming now gives a full tuition waiver for the Youth of the Year, and Colorado gives one full waiver and a \$5000 scholarship for the club Youth of the Year. **Mr. Cole Hornan**, Youth of the Year received a \$5000 scholarship, and he reported that the Club had given him speaking skills, and the scholarship had changed his life. After one year of college he is now self sufficient and his parents no longer need to support him. **Mr. Kaercher** requested the Board to look at this as an investment rather than a waiver. **Mr. Bruce Marks** noted that MGSLP had funded this particular scholarship for Mr. Hornan. **Regent Barrett** said he feels like a grin when trying to differentiate between need based groups since there is more need that money available. **Mr. Kaercher** indicated that most organizations are generally merit based in awarding scholarships, however the Boys and Girls Clubs deal with those who have taken their boot straps and pulled themselves up. **Regent Semmens** said he was concerned about the sharp increase in dollar amounts, with an annual growth rate of 18%. He noted it was not ether but real costs that affect the overall affordability of the institution. If it had grown at 5% like the rest of the costs, tuition would be 5% lower. Fee waivers increase from increased utilization, and by virtue of limited state

support. If these are allowed to grow at these rates, it directly relates to the affordability for all students.

Regent Semmens asked if it would be good to eliminate the Registration Fee. **Commissioner Stearns** indicated it should probably be left alone, but parents need to receive one bill, and not 18 discreet pieces. The System should look at folding in the costs that have been separated out. **Regent Semmens** said that was appropriate in order to get their arms around a more appropriate approach to tuition and fees, not that it means they are the same for all campuses. **Regent Christian** noted that a lot of fees aren't waived, and if they are put into tuition then those waivers increase. **Regent Semmens** addressed the issue of need based language and if there should be some hedge language included. His own inclination was that some are inherently need, and some inherently merit. **President Dennison** said they should make that provision in those that need it. His recent studies of merit with the need based element included work better than simply one way or the other. **Commissioner Stearns** noted there is a movement at the state and national levels to increase need based, and Montana is lower than most in that area. She believes the need based element should be included in those that logically should have it. **Regent Semmens** moved to partial waivers versus full waivers, and indicated he favored partial. **Associate Commissioner Robinson** noted there is language already in the discretionary waivers policy, but they want to move toward partial waivers for the mandatory waivers as well.

The groups will work on this issue and make a full report at the July meeting.

On the National Guard waiver, **Regent Barrett** indicated it should be partial. **Regent Semmens** noted they also need to get funding for this waiver. They need to go to the Legislature for funding 50% of the fee waiver (several hundred thousand dollars), and show them that unfunded fee waivers are being funded by the other students. **Commissioner Stearns** stated that former Associate Commissioner Sundsted had handled this waiver. The Legislature did not misunderstand that these were unfunded, but they were looking strictly at the patriotic side of it. She indicated she was not anxious to run this through the Legislature again, but would rather have the Board make a decision. They need to make accommodation to the Legislative intent with a partial waiver, and if a full waiver is to be given then the state needs to fund it. She explained that these are permissive waivers but are called mandatory because not to give them would be problematic with certain interest groups. **Regent Semmens** indicated this would not be resolved today, but encouraged further discussion with the full Board tomorrow and then to have something for the September meeting. His concern is not that students are undeserving, but rather the impact on tuition.

This item will be further discussed with the Full Board tomorrow.

s. Revision to language contained in Item 129-2801-R1105- Authorization to Establish a Mandatory Lewistown Building Fee; Montana State University-Northern - ITEM 131-2801-R0506

This item is simply to remove the O&M paragraph from the previously approved item since it will be funded by the approved building fee. If the O&M issue is changed with the state, then the building fee would be reduced for the students.

The Committee will recommend approval of this item.

t. OTO Appropriations – ITEM 131-113-R0506

It was the general consensus that before any of these initiatives would be funded, the core needs must be fully funded. The Deferred Maintenance for the Community Colleges was added to the Initiatives.

u. Public Comment

A group of agriculture producers addressed the research needs and financial difficulties of their industries.

The Committee adjourned at 5:20 p.m.

END BUDGET AND AUDIT OVERSIGHT COMMITTEE

MINUTES

THE ACADEMIC & STUDENT AFFAIRS COMMITTEE

Regent Lynn Hamilton, Committee chair, called the meeting to order at 1:00 p.m.

I. Roll Call.

All committee members were present.

II. Review and adoption of the agenda.

Regent O'Loughlin moved to adopt the agenda. Motion carried.

III. Approval of the minutes from the March 1, 2006, meeting of the Committee.

Regent Taylor moved to approve the minutes. Motion carried.

IV. Portion of the Meeting Devoted to Topics of Concern to Both Academic and Student Affairs Officers.

a. Discussion of the Board of Regents' Strategic Plan

Commissioner Sheila Stearns noted that the Strategic Plan has been under development for over a year. Certain portions of the Plan are being presented to each of the Board committees for guidance today, prior to the full Board meeting tomorrow. Commissioner Stearns, Associate Commissioner Dave Gibson, and Director of Institutional Information and Research Tyler Trevor answered questions regarding each of the four goals the Academic and Student Affairs Committee was asked to consider.

Goal 1.4.2 Outreach to top-achieving students. There was considerable discussion about this goal, including the reduced number of students taking the ACT last year, the relationship of this goal to P-20 work, and the significance of the "top 10%" in high school classes that vary widely in size. The Committee supported this goal, but asked for increased clarification and monitoring.

Goal 1.4.3 Increase AP/dual-enrollment participation. Regent Hamilton said that higher education is too dependent on K-12 cooperation to be able to set target numbers for increasing AP testing, but thinks it is important to make this information part of our data system and to monitor progress. The Committee is comfortable with the 06/07 goals.

Goal 1.5.2 Expand non-traditional programs. This goal will be modified prior to the full Board meeting to define non-traditional students (in accordance with the IPEDS definition), and to increase the number of non-traditional students served, regardless of delivery method.

Goal 3.2.3 Improve transferability. These goals are intended to measure progress on the transfer goals adopted in March 2006. Regent Hamilton asked to refine and reorganize the seven items into strategies and measurable goals.

b. Discussion of Distance Education

Director of Distance Learning Business Development **Tom Gibson** gave an overview of the distance education work to date, identified issues that still need to be addressed, and then invited questions.

Regent Hamilton asked if campuses offer online courses to generate additional revenue. **Associate Commissioner Gibson** said that this is a problem that needs to be addressed, especially since students can pay more for online courses on certain campuses. At others (MSU-Great Falls), students pay the same fees regardless of delivery method. Tuition and fee structures for distance learning need to be standardized throughout the system, and need to be competitive in the marketplace.

In response to a question about a common platform, Tom replied that students don't see it as issue. However, there could be system-wide cost savings if all campuses are using the same platform—both in terms of license fees and training costs. Beth Krueger noted that a common platform feeding into Banner may not work for the community colleges since they don't use Banner.

Dave Gibson noted that creating the online portal for delivering the MUS Core general education courses will be a huge step. It will create a structure for providing student services system-wide. Once the structure is in place, transferability can be addressed.

c. Discussion of Emergency Preparedness

Disaster Mitigation Coordinator **Lowell Goetting** reviewed the history of the MUS Disaster Preparedness Survey. The current revision follows a logical sequence of events from pre-disaster mitigation, to disaster response and recovery, and finally post-disaster restoration. A FEMA grant is funding plan development for eight MUS campuses, and may provide implementation funds when the plans are approved by FEMA. In response to a question regarding the national pandemic conversation, Lowell responded that this planning encompasses both natural and manmade disasters.

d. Discussion of Policy 940.29, tuition for post-baccalaureate students.

At the March meeting, the Academic and Student Affairs Committee asked what the fiscal impact would be across the four-year campuses if the post-baccalaureate tuition policy was repealed. **Associate Commissioner Mick Robinson** provided the campuses with a methodology, and the resulting estimated loss in revenue ranged from \$12,800 to \$240,000 annually.

The Committee had many questions and concerns about the policy including post-bacc vs. graduate tuition rates, the importance of life-long learning balanced against fiscal concerns, workforce needs vs. enrichment, and the intent of the original policy. **Deputy Commissioner Barber** said that he thinks this policy is the last remnant of a time when the Board was trying to increase efficiency and help students move through a degree program quickly by setting credit caps and encouraging campuses to establish four-year graduation programs.

Regent Hamilton asked the Chief Academic Officers to consider phasing-in the elimination of the super-tuition or eliminating it for programs that are important to Montana's workforce needs, like teacher education. She and Regent Foster also requested data regarding the students who are currently being charged the post-baccalaureate tuition rate.

V. Portion of Meeting Devoted to Topics of Concern to Chief Academic Officers.

a. Level I memorandum.

Deputy Commissioner Barber noted the large number of programs that have been terminated recently. The Program Review policy that the Board adopted last year provides a mechanism for continuing to eliminate obsolete programs. The Committee had no questions or concerns about the memorandum.

b. Level II items.

1. Action: ITEM 130-301-R0306: Certificates of Applied Science, Flathead Valley Community College.

Deputy Commissioner Barber recommended an accelerated process for campuses changing program names from Certificate to Certificate of Applied Science. Flathead Valley Community College is the first campus to make this change to its certificate programs. This item will be forwarded to the full Board with a recommendation for approval.

2. Action: ITEM 130-2851-R0306: A.A.S. degree in Radiologic Technology, MSU-Great Falls College of Technology.

Questions and concerns regarding program duplication, the break-even point, and the proposed number of credits were expressed. The Committee decided not to recommend the program to the full Board for approval until 1) the total number of credits in the program complied with Board policy and 2) the campus explored collaboration with existing radiologic tech programs in the Montana University System.

3. Action: ITEM 130-2852-R0306: Certificate of Practical Nursing, MSU-Great Falls College of Technology.

4. Action: ITEM 130-2804-R0306: Civil Engineering Technology program in Great Falls, MSU-Northern. **Regent Foster** asked about program duplication. MSU-Bozeman offers a Civil Engineering degree, but this is different from the Civil Engineering Technology degree that is proposed.

5. Action: ITEM 130-1018-R0306: Irish Studies minor, UM-Missoula.

6. Action: ITEM 130-1503-R0306: Bachelor and Master's degree in Electrical Engineering, Montana Tech.

Dan Trudnowski and **Susan Patton** answered questions regarding transferability. *This is generally not an issue because engineering accreditation is so strict. The issue of program duplication was raised regarding this proposal, too.* **Dave Dooley** said that they have been in conversation with Montana Tech as the program developed. *He doesn't think this change will impact their long-standing engineering programs, and Montana Tech's rationale regarding producing a better result for students is sound. Dave appreciated the spirit of cooperation that the Board fosters here in Montana.*

By consensus, action items 3-6 will be forwarded to the full Board with a recommendation for approval.

c. Action: ITEM 131-101-R0506: Additional revisions to the model nursing curriculum.

Deputy Commissioner Barber commented that the numerous nursing pathways that we have in Montana make for a complicated set of Operational Rules. *These rules are primarily intended for use by nursing program advisors, and something more user-friendly will be developed for students.*

MSU-Bozeman nursing staff are working on an articulation agreement for students who have completed the new model and wish to enter the MSU- Bozeman BSN program.

Nursing directors throughout the state have concerns regarding the impact of the new model curriculum. One concern is that the curriculum is very rigorous, and retention might become a problem. Another is that the number of LPNs being produced could decrease significantly. Both of these concerns will need to be assessed over time.

d. Review the Scope of the University of Montana-Missoula Paleontology Center and an associated Fort Peck Field Station.

Regent Barrett asked for further discussion and review of the scope of the Center to ensure that assurances made when the Board approved the program are being honored. **Dr. George Stanley**, the Center director, reiterated that his primary interest is invertebrate paleontology. *However, it's virtually impossible to avoid dinosaurs when at Fort Peck, so Dr. Stanley works collaboratively with Jack Horner at MSU-Bozeman and has dinosaurs on loan to him. Dave Dooley agreed that this is a synergistic research relationship between the campuses.*

VI. Announcements.

a. Delay in Flathead Valley's LPN nursing program.

FVCC will take their proposal to the Board of Nursing in July, and expects to bring it to the Board of Regents in September.

b. Academic administrative changes at UM-Western.

UM-Western is recruiting for an Assistant Provost for Accreditation, Assessment, and Academic Affairs.

VII. Other business.

There was none.

VIII. Public comment.

No additional comments were offered

The meeting adjourned at 4:30 p.m.

Submitted by Cathy Doyle

END ACADEMIC/STUDENT AFFAIRS COMMITTEE

MINUTES

STAFF AND COMPENSATION COMMITTEE MEETING

I. Approval of minutes of the March 2, 2006 committee meeting

Committee Minutes were approved as amended.

a. ITEM 131-116-R0506 – Revisions to BOR Policies 711.1 & 711.2 (*Employment contracts and pay guidelines for non-faculty administrators and professionals*) The BOR through this proposed policy delegates to the Commissioner of Higher Education the authority to approve employment contracts and pay adjustments in accordance with approved pay guidelines.

Mr. Kevin McRae reviewed the changes to these policies. **Regent Barrett** believes this is the right thing to do, because no normal group has direct line responsibility for over 2000 individuals. **Regent Semmens** noted they had worked for months and the changes are good from both the management and governance standpoints. *He asked if the Board also wanted to delegate in the same manner individual faculty contracts. It was noted that the Board now approves bargaining contracts which cover the vast majority of faculty.*

b. Discussion of contract approval procedures for head coaches.

Mr. Kevin McRae explained the rationale for maintaining the status quo on coaches' contracts. *Needs are not universal for all campuses, however some campuses have indicated they face increasing market factors unique to coaches. Although not favored, multi-year contracts seem to be needed now, and the attached survey shows they are overwhelmingly used for coaches and sometimes for presidents.*

c. Discussion of CUPA salary survey (*College and University Professionals Association for Human Resources*)

See attached CUPA survey comparison.

- d. ITEM 131-111-R0506 – Revision to BOR Policy 804.1 (*Authorization of administrative positions for the self-insured group insurance plan*) The proposed revision would increase by .5 (one-half) the number of full-time equivalent positions authorized to the Commissioner of Higher Education for administration of the self-insured group insurance plan. The current authorization is 3.5 full-time employees (the proposal authorizes up to 4.0 positions).

Mr. Kevin McRae explained the need for additional help in this area is due to the decision not to drop retirees from the plan.

The Committee recommends approval of Item d.

- e. Discussion of titles for the chief executive officers of the two “stand-alone” Colleges of Technology in Great Falls and Helena. A change from the current title of Dean to the title of Chancellor is under consideration.

This item will be discussed by the full board tomorrow and more fully at the July meeting. Commissioner Stearns requested that the campus CEOs present their ideas to her in writing.

II. Public Comment

There was no public comment.

The Staff and Compensation Committee adjourned at 6:25 p.m.

END STAFF AND COMPENSATION COMMITTEE

**MINUTES
WORKFORCE DEVELOPMENT COMMITTEE MEETING**

Regent Foster called the meeting to order at 4:47 pm.

I. ROLL CALL

Regents Foster, Hamilton, and Taylor were present.

II. APPROVAL OF THE MINUTES

Regent Hamilton moved to adopt the Minutes from the March, 2006 meeting. Motion carried.

a. Update on the Healthcare Advisory Group and data team

1. **Dick Brown**, *Montana Hospital Association* updated the committee on the progress of the Healthcare Advisory Group and requested the Board's continued support of the advisory group and for the ad hoc data group also created.
2. The committee needs: a common definition of missions and a common standard throughout the state. The group will address how to get a high enough quality and quantity of Montana's needed healthcare workforce and investigate Montana's capacity to meet the workforce needs.

b. Discussion of integrated student/workforce data project

1. The following data needs to be researched: number of graduates, curriculums, number of population working currently, geographic distribution, institutional capacity, vacancies and openings, and projected workforce needs and demands.

c. Update on activities of the State Workforce Investment Board, including initiatives for healthcare workers and apprenticeship programs.

1. Three subcommittees have been appointed to work on the following issues identified to assist the state in developing a career cluster model of instruction that links secondary and postsecondary curriculum:
 - ✓ State Level Leadership
 - ✓ Career Pathways and Framework
 - ✓ Professional Development**Dr. Parisot** told the group OPI also has a cluster segment included in their high school reform effort.
2. The Apprenticeship Advisory Committee under the State Workforce Investment Board has been formed, with members representing business, education, and labor. Because of the success of the work MSU-Northern has done with apprenticeship programs and working with Montana Department of Labor and Industry, the committee has drafted a Memorandum of Agreement that would outline a process based on the MSU Northern model for developing apprenticeable programs that collaborate with education. This will ensure state-wide consistency in terms of curriculum, program approval, and credit equivalency. The MOU will be brought to the Board of Regents for review and approval.
3. **Dr. Parisot** said the Governor's Office and Department of Labor and Industry requested the SWIB Economic Development Business Retention Committee evaluate the healthcare staffing shortages and then recommended SWIB develop a Healthcare Workforce Committee, which will look at the issues in preparation for the legislative session and will bring forth recommendations to the governor and the Board of Regents.

d. Update on WIRED grant – Recently held the official kick-off in Billings.

Dr. Parisot addressed the funds from the WIRED grant that will be managed in OCHE. She said they already have a career pathways model that shows how it can work, including developing cluster hubs.

Dr. Parisot made the following points regarding the WIRED grant:

1. Need for standardized technical curriculum
2. Use of distance education as a delivery mechanism
3. Development of a pipeline of workers
4. Development of Entrepreneurship education

The WIRED funds will be distributed through a competitive RFP process. If anyone wants more information on the process, they can go to state website for an explanation. The WIRED grant will work with the Montana Department of Agriculture, Montana Department of Labor, Montana Department of Commerce, the Governor's Office, the project director, and OCHE.

- e. Strategic plan – discussion of goals related to Workforce Committee
Four key areas the Workforce Committee would like Board of Regents' action on:
1. To increase employer satisfaction - everybody gathers the data
 2. Increase degrees/certificates in high-demand areas
 3. Increase job placement rates
 4. Grow 2 year degrees and certificates

Associate Commissioner Gibson told the committee he would like to present two conceptual goals for the Two Year Council to reach in the next year:

1. Develop some goals around certificates and degrees in high-demand occupational fields.
2. Develop goals in how to measure the goals in healthcare.

Regent Lynn Hamilton moved to approve the 4 goals, as well as the conceptual goals. Motion passed 3-0.

- f. Update on CBJT Mt BILT US-DOL Construction Trades Grant
1. Partner institutions in this grant are MSU-Billings COT, UM-Missoula COT, MT Tech College of Technology, and MSU-Northern.
 2. Since the grant was awarded, Miles Community College, UM Helena COT, MSU Great Falls COT, and Flathead Valley Community College have also joined.
 3. They have created a state-wide advisory committee for this grant, which includes a project director and project manager, Cleo Sutton.
 4. Dean Cech stated the goals:
 - ✓ Develop statewide common core (NCCER)
 - ✓ Development of construction cluster" career and educational pathway portal,
 - ✓ Data collection, aggregation and dissemination
 - ✓ Develop sustainability plan
 - ✓ Develop strong partnerships regionally & statewide and
 - ✓ Improve math skills and basic competency of income construction students
 - ✓ Statewide recruitment of students in construction
 - ✓ Participate in community building activities
 - ✓ Seek opportunities to leverage funds with Montana WIRED grant & other grants
 - ✓ Expand outreach to K-12
 - ✓ Develop additional construction programs at each institution based on local area

- g. Perkins Quarterly Update – ITEM 131-102-R0506

Dr. Parisot also notified the committee of the Carl Perkins extension plan.

III. Public Comment

No additional comments were offered.

The meeting adjourned at 6:10 p.m.

Submitted by Lynette Brown

END WORKFORCE DEVELOPMENT COMMITTEE



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MINUTES
Montana Board of Regents Meeting
July 12-13, 2006
On the Campus of Flathead Valley Community College
Wednesday, July 12, 2006

The Full Board convened at 8:00 a.m.

Commissioner Stearns introduced the new **Regent Janine Pease**.

ROLL CALL indicated a quorum present.

Regents Present: Stephen Barrett Vice Chair, Clayton Christian, Lynn Hamilton Chair, Heather O'Loughlin, Janine Pease, Mark Semmens, and Lila Taylor. Also present was Commissioner Sheila Stearns ex-officio.

Regents Absent: Linda McCulloch Superintendent of Public Instruction ex-officio, and Governor Brian Schweitzer ex-officio, both excused

SYSTEM ISSUES

ACTION

a. Strategic Plan **ITEM 132-101-R0706**

 Regent Barrett **moved approval** of Item a.

Commissioner Stearns reviewed the history of the Strategic Plan, and indicated it will be brought before the Board each year with measurements of established benchmarks, and an evaluation of the worth of the chosen set of benchmarks. **Associate**

Commissioner Gibson indicated he had received no comments on the document since he sent it out three weeks ago for review, and there still remain a few numbers that need to be finalized. One change that will be made is to move the target expenditures per annum from a fixed percentage to a range. **Regent Semmens** indicated the challenge would be to get the policy makers to read this plan which is well written and organized. One key assumption was the goal of 0% increase for the two-year campuses and 4% for the four-year campuses. He asked if the Board felt this was reasonable in order to return to where they were 11 years prior. He did not believe it would be outrageous. **Associate Commissioner Gibson** indicated there are a number of issues that must go to the Two Year Council before the Board can act on them. He wants to work through those items next year.

 Item a. was **approved unanimously** on 7-0 vote.

Regent Semmens requested the document be reduced to a PowerPoint presentation for discussion in the coming months. OCHE will be the focal point to follow through on the Strategic Plan, but it will require a team effort from all the campuses to make it work.

Associate Commissioner Gibson indicated this Plan is an exact outline of the document negotiated with PEPB for accountability, and the MUS will need to account for performance on each item on the list.

- b. Title of the Deans of UM-Helena College of Technology and MSU-Great Falls College of Technology

Commissioner Stearns indicated this item was pulled from the Agenda since many suggestions and much discussion ensued since the Agenda was published. A presentation will be made at the September meeting.

 Item b. was **pulled from the agenda**.

INFORMATION

- a. Update on Legislative Audit Recommendations on INSA

Mr. Angus MacIver and **Ms. Diva Murray** of the Legislative Auditors Office gave a presentation on the audit and recommendations of the Auditors Office on this issue. The recommendations were included with the July Agenda and may be seen there. **Mr. MacIver** indicated they anticipate another audit before the end of the year. This audit addressed the scope of the work under the contracts and grants which was found to be consistent with the statement of work. It did not address the value of those activities. The audit showed risk factors including the non-competitive nature of the grant, administration of the grant through the Vice President of Research instead of an academic department, research done through the Research office, and disclosure procedures. **Mr. MacIver** covered the recommendations to improve the control systems as presented in the July Agenda. He indicated these recommendations are applicable to every campus in the system, and his office is also looking at the oversight by the Board itself. **President Dennison** indicated they have already begun the recommended improvements in their system. He indicated the University of Montana will be working with Scott Seacat to create a workable system. **Commissioner Stearns** made the point that earmarks are used by Montana campuses and many others across the nation to help them become more competitive. They have laid the foundation for growth in research. As a system two new attorneys have been hired, one at each of the two research campuses and they will be devoted to compliance with federal requirements. They will report to the Commissioner through Chief Legal Counsel Catherine Swift. Mr. MacIver's PowerPoint presentation may be seen at the following location: <http://www.montana.edu/wwwbor/INSAAudit7-06.pps>

- b. Distance Education Tuition and Excess Capacity

Commissioner Stearns indicated this item is presented because it came to the attention of her office in late spring that some tuition charges may not have come before the Board. **Associate Commissioner Robinson** noted that Mr. Tom Gibson is the Director of Distance Learning and in reviewing the programs throughout the system discovered the process for setting tuition for non-resident students in excess capacity courses had been dropped at some point. He anticipates they will be able to bring this issue back to the Board at the September 2006 meeting for a fuller discussion on this and consistency in the system. He indicated it will require significant cooperation from the campuses and that OCHE must have the information made available to them. **Regent Semmens** indicated that tuition and fees are required to come to the Board whether or not they are for distance learning. Some may have slipped through the cracks, but the Board's stance has been consistent. They are seeing different amounts being charged by the different campuses but there needs to be consistency in the fundamental concepts. He said the Board needs the campuses to be fully forthright. The Board needs to set policy and practice consistent across the campuses. **Regent Hamilton** indicated that Chancellors Gilmore and Sexton had served on the Tuition Committee, and the intention of the Committee was to approach costs from the standpoint of students and how they are served. They are allowed to take courses from various campuses to accelerate graduation. **Chancellor Sexton** said that what bothers

him, and is imperative the Board doesn't forget, is the arena is rapidly evolving and is highly competitive. He believes they must provide incentives to the campuses to permit competition with their neighbors. He would just as soon not decree policy which would leave them dead in the water. **Regent Pease** indicated it will be necessary to identify the students that will use this product, and recognize the need for a variety of presentations from the student doing everything to various levels of active involvement by the faculty. There will be different costs for the variations. **Regent Semmens** questioned the timeline, and indicated that in the current competitive environment if MSU-Billings has discovered a great system it should be applied system wide. He didn't believe it could be that unique to one campus. **Associate Commissioner Robinson** noted he intends to present this issue to the Board at the September 2006 meeting. Although unsure how much work will be completed by that time, he is sure they will have enough to address the tuition matrices. **Regent Semmens** recommended researching the costs of out of state programs that Montana residents are using. **Associate Commissioner Robinson** said they also need to look at the cost of delivery. It includes state support and non-resident rates of 150% for excess capacity courses. He will have recommendations for the Board at the September meeting. **Associate Commissioner Gibson** reported that nationally, distance education is not less expensive than normal courses, and in some instances is actually more costly. If it is assumed that competition is critical then they need to: 1) reduce costs – work together, share, find low cost providers, share services on line, share course development, and standardize; 2) determine where the most value is for Montana students to use tax dollars for distance education. They will need to build scale in the areas important to Montana to justify using state funds to bring in non-residents.

c. OCHE Building

Related UM Bond Proceeds - status

Commissioner Stearns reviewed the history of this issue leading up to the significant change in revenue for GSL. This has made it more practical for them to remain where they are with their very favorable lease which runs through 2014, rather than relocate to a new building. OCHE is no longer considering building, and proposes looking at other options. This has left UM-Missoula with a dilemma on the bonding. **Associate Commissioner Mick Robinson** noted that SAF owns the Broadway building and at their last Board meeting sale of the building was approved with GSL remaining as a tenant. SAF therefore now needs to move more quickly to construct their own new building. He reported OCHE and GSL are looking at the feasibility of acquiring the Broadway building and then leasing one portion to other state agencies. Bringing the two operations together is most advantageous. It may require help from UM and excess revenue bonds. However, UM is looking at other opportunities to use those bonds to prevent defeasance. OCHE and GSL will review the appraisal at the end of July, and if it is not feasible will continue looking at other options. OCHE's current lease expires in September 2007 with an option for one more year. In response to Regent Semmens, **Dean Bingham** indicated that the Helena COT will need to come up with \$260,000 to pay for the parking lot, but there will be no other impact from the withdrawal of OCHE. **Commissioner Stearns** noted that Mr. David Ewer is, at least in a preliminary way, interested that the Broadway building is available because other state agencies also need room. She thanked The University of Montana for their willingness to step forward last summer to help OCHE with a new building.

d. Campus Reports

Regent Barrett commented on the content of the Campus Reports, indicating he would prefer they covered issues of more substance. He mentioned the Audit Report as a subject that could have been an item, as well as plans for lobbying to be sure the Board

and system are going the same direction. He also questioned if the Presidents should be reporting for all their campuses or if the CEO of each campus should continue to report individually. The campuses agreed to change the substance of the reports, and each CEO will continue to report.

CONSENT

Staff Items

- a. Staff; The University of Montana-Missoula **ITEM 1321-1000-R0706**
- b. Staff; Montana Tech of The University of Montana **ITEM 132-1500-R0706**
- c. Staff; The University of Montana-Western **ITEM 132-1600-R0706**
- d. Staff; The University of Montana-Helena College of Technology **ITEM 132-1900-R0706**
- e. Staff; MSU-Bozeman **ITEM 132-2000-R0706**
- f. Staff; Ag Experiment Station **ITEM 132-2300-R0706**
- g. Staff; Cooperative Extension Service **ITEM 132-2400-R0706**
- h. Staff; MSU-Billings **ITEM 132-2700-R0706**
- Regent Semmens **moved approval** of all Staff Items
- Motion was **approved unanimously** on 7-0 vote.

Budget and Audit Oversight Items

- a. Authorization to Execute an Access Agreement for the Placement of a Ground Water Monitoring Well on the Lutz Farm; Montana State University-Bozeman **ITEM 132-2001-R0706**
Regent Semmens gave a brief explanation of this item.
- b. Authorization of Supplemental Bond Indenture to Change Auction Rate Periods; Montana State University **ITEM 132-2002-R0706**
Regent Semmens gave a brief explanation of this item.
- c. Authorization to Increase the Project Budget to Replace and Upgrade the HVAC System in the Curry Health Service; The University of Montana-Missoula **ITEM 132-1006-R0706**
Regent Semmens gave a brief explanation of this item.
- d. Authorization to Reallocate \$30,000 in IT Student Computer Fee Funds Previously Approved by the Board of Regents as Student Equipment Funds for Use as Student Employment Funds; The University of Montana **ITEM 132-1007-R0706**
Regent Semmens gave a brief explanation of this item.
- Regent Semmens **moved approval** of Items a. through d.
- Items a. through d. were **approved unanimously** on 7-0 vote.

With no further business to come before the Board, the meeting adjourned at 10:00 a.m.

Mailed to the Board of Regents on

Approved by the Board of Regents on

(Date)

(Date)

Sherry Rosette
Board Secretary

Lynn Morrison-Hamilton
Board Chair

TO: Montana Board of Regents

FROM: Roger Barber
Deputy Commissioner for Academic & Student Affairs

RE: A Summary of the Spellings' Commission on the Future of Higher Education

DATE: September 27 - 29, 2006

In September 2005, Margaret Spellings, Secretary of Education for President George W. Bush, created The Commission on the Future of Higher Education. Secretary Spellings invited 19 members from the higher education and business communities to serve on that Commission, and its issue papers and recommendations have been widely publicized and critiqued during the intervening year.

The Commission is expected to release its final report in mid-September 2006. At the time this memorandum was prepared, however, that had not happened. If the situation changes, the Montana Board of Regents' will be updated at its meeting at Montana Tech of The University of Montana. In the meantime, the current draft version of the report can be read at <http://www.ed.gov/about/bdscomm/list/hiedfuture/reports/0809-draft.pdf>

The draft report is 28 pages long, and contains many, many conclusions and recommendations. As a consequence, it is difficult to prepare a fair, comprehensive summary of the Commission's work. The following synopsis is just a snapshot, and is structured around the Commission's six topic areas of access, cost and affordability, financial aid, learning, transparency and accountability and innovation.

Access: The draft report recommends that "(e)very student in the nation should have the opportunity to pursue postsecondary education." To that end, the report recommends the following:

- When students graduate from high school, they should be ready for college and work.
- All 50 states should align K-12 graduation standards with college and employer expectations.
- Colleges should invest in new learning opportunities like distance education, adult education and workplace programs.
- State higher education systems should focus on transferability of credits between institutions.

Cost & Affordability and Financial Aid: The draft report recommends that ". . .the entire student financial aid system be restructured and new incentives put in place to improve the measurement and management of costs and institutional productivity." The following are some of its specific recommendations:

- Need-based aid should be increased at the federal, state and institutional level.
- Pell Grants should be enhanced by consolidating Federal grant programs.

- By reducing barriers for transfer students and eliminating redundancy, higher education institutions should lower educational costs for students.
- States should provide financial incentives to institutions that foster access, increase productivity and cut costs while maintaining educational quality.

Learning: The draft report recommends that “(p)ostsecondary education institutions should measure and report meaningful student learning outcomes.” That report states that:

- Faculty must take the lead in establishing educational objectives for students and developing meaningful measures of student progress.
- Institutional learning assessments, including measures that establish improved student skills, should be available to students and the public.
- Accreditation agencies should change their assessment expectations, emphasizing performance outcomes like completion rates and student learning. Their findings should be more open, and the public should be involved in the governance and review process.

Transparency & Accountability: The draft report states that “(e)very one of our goals, from improving access and affordability to enhancing quality and innovation, will be more easily achieved if higher education. . . implements serious accountability measures.” Its recommendations include the following:

- A Department of Education initiative to collect data and provide information on cost, price, admissions, completion rates and learning outcomes in a consumer-friendly database.
- Encouragement for third party organizations to use the above-described database to prepare independent, objective information like the Measuring Up report.
- Creation of a nation-wide higher education informational system that collects, analyzes and uses student data to develop accountability systems and policy, and to educate consumers.

Innovation: The draft report recommends that “. . . America’s colleges and universities embrace a culture of continuous innovation and quality improvement by developing new pedagogies, curricula, and technologies to improve learning, particularly in science and mathematic(s). . .” To that end, the report states that

- Institutions should “harness the power” of information technology, by sharing resources and using distance education to meet the needs of rural and adult learners and workforce development.
- Federal and state governments should increase their investment in critical areas like science, engineering, mathematics, teaching, nursing, and biomedicine.
- Higher education should place greater emphasis on international education, including foreign language instruction and study abroad programs.
- Immigration policies for international students should be reviewed, in order to attract the best students and professionals from around the world.

Eighteen of the nineteen Commission members have signed the report, at this time. The lone dissenter is David Ward, president of the American Council on Education. In explaining his decision, Dr. Ward said:

. . .many of the problems cited in the report are the result of multiple factors but they are sometimes attributed entirely to the limitations of higher education. The recommendations as a whole also fail to recognize the diversity of missions within higher education and the need to be cautious about policies and standards based on a one-size-fits-all approach

. . .our solutions should be built upon the strengths of higher education rather than on inferences that could project a false sense of crisis. I would have preferred more emphasis on 'best practices' in public policies and in the conduct of higher education.

CAMPUS REPORTS
Board of Regents Meeting
September 27-29, 2006
Butte, MT

The University of Montana
President G. M. Dennison

- **Claudia Denker**, a graduate of The University of Montana School of Law and formerly involved in private practice as an attorney, has accepted the appointment as Associate Legal Counsel and Research Compliance Officer. Claudia will assist The University of Montana to make certain that the myriad of vastly complicated compliance regulations and requirements are fulfilled.
- Longtime faculty member **Roberta Evans** has again taken the helm of The University of Montana's School of Education on a temporary basis while a national search is conducted for a permanent Dean in the Fall. Evans replaced Dean Paul Rowland, who left at the end of June to become Dean of Education at the University of Idaho.
- **Keith Kuhn** joined The University of Montana Foundation in late Spring as the Chief Financial and Operations Officer. He brings a new perspective and a vast range of experience from the private sector that holds great promise for the Foundation and the University.
- **Ric Thomas**, formerly Senior Director of Development for The University of Montana Foundation, recently accepted promotion to Vice President for Development for the Foundation following a national search.
- **Mark Pullium** joined the University as Director of Business Services. He most recently served as Director of Finance for Fayette County, Georgia, and as Associate Vice President of Finance and Business Services of Rowan Cabarrus Community College in North Carolina.
- The University of Montana College of Health Professions and Biomedical Sciences has received nearly \$500,000 from the Health Resources and Services Administration to support education toward careers in health care fields.
- For the first time, a University of Montana student – **Dawson Dunning**, a 2005 graduate in wildlife biology and a Davidson Honors College scholar – received a prestigious Jack Kent Cooke Graduate Scholarship. The award, worth up to \$50,000 per year, helps young people of exceptional promise reach their full potential through education.
- Administrators at The University of Montana took over management of the Montana Natural Heritage Program on 1 July, formerly administered by The Nature Conservancy.
- **Epsilon Mu**, The University of Montana chapter of Pi Sigma Alpha, has received a “2005-06 Best Chapter Award” from the national political science honor society.
- University of Montana graduates, **Peter Schweppe** and **Devon Wootten** recently received Fulbright Student Scholarships. Schweppe will teach English as a second language and conduct research in Germany. Wootten will study Scandinavian languages and literature in Denmark, as well as translate the poems of Danish poet Sophus Claussen into English.
- The University of Montana and Montana Tech are included in the 2007 edition of The Princeton Review's current edition of “The Best 361 Colleges,” published this month. The Review selects Institutions based on academics, as well as location, cost, size, and campus culture.
- Two University of Montana School of Law adjunct professors, **David Aronofsky** and **Kristen Juras**, traveled to China in June to help inaugurate the Xiamen University Law School Zheng He-Marco Polo Academy. These educators were among the first to present courses created to bring students to Xiamen from different parts of the world to study pertinent policy issues in an international summer-school setting.
- **The University of Montana's Curry Health Center** has again received a three-year accreditation from the Accreditation Association for Ambulatory Health Care. The Health Center, which serves more than 13,000 students at the University, was first accredited by AAAHC in 2000.
- The University of Montana Intercollegiate Athletics spring 2006 grade report once again shows that the University's student-athletes are as successful in academic fields as on the playing fields. Results of the spring semester 2006 report show that the University's 288 student-athletes achieved higher-than-average term and cumulative grade-point averages while taking higher-than-average credit loads.
- The Division of Educational Research and Service at The University of Montana recently announced the expansion of its programs serving American Indians, with the addition of **Larry LaCounte**, Indian education liaison, helping expand DERS programs now active on the Rocky Boy's, Blackfeet, Flathead, Crow and Northern Cheyenne reservations.

- **MonTECH at The University of Montana** has partnered with Microsoft Corporation to create a Microsoft Accessibility Resource Center in Missoula. One of 46 centers across the United States, the Center showcases numerous accessible technology options available on today's computers. MonTECH provides training and demonstrations for businesses, professionals, and individuals on how to make computing easier, more convenient, and more comfortable.

Montana Tech of The University of Montana
Chancellor Franklin W. Gilmore

- Graduate student Eric Streich received a \$10,000 scholarship from AIME for his research on using slags to remediate ARD.
- Nick Gow received a \$10,000 scholarship from ASM International.
- Dr. Kumar Ganesan was selected to participate in an "Industrial Ecology" conference in London in August to discuss the frontiers in research in industrial ecology. 135 scientists were selected worldwide, including representatives from Stanford, MIT, Georgia Tech, Yale, and Montana Tech.
- Professor Willis Weight co-authored a paper in the May/June 2006 peer-reviewed journal Ground Water entitled *Interpretation of Transmissivity Estimates from Single-Well Pumping Tests*.
- Larry Smith, MBMG, was published in Quaternary Research, September 2006: *Stratigraphic evidence for multiple drainings of glacial Lake Missoula along the Clark Fork River, Montana*. He also participated in the 2006 Biennial meeting of the American Quaternary Association in Bozeman on August 18-20.
- Chris Gammons was guest editor for the June 2006 issue of Mine Water and The Environment, a special issue focusing on the hydrology and geochemistry of Butte mine waters. The issue contains 8 articles written by Gammons and colleagues at Montana Tech and the MBMG. Chris published 4 other papers in 2006.
- Drs. Amy Kuenzi and Marisa Pedulla, MT Tech Biology, attended the 1st Biennial National IDeA Symposium of Biomedical Research Excellence (NISBRE) in July, 2006 in DC to present posters entitled "*Emerging Infectious Disease Ecology in the Sin Nombre virus - Deer Mouse system in Montana*" and "*Isolation and Genetic Characterization of Mycobacteriophages Shabema and Thennis Wardell*."
- Dr. Marisa Pedulla, MT Tech Biology, co-authored the paper "*Exploring the mycobacteriophage metaproteome: phage genomics as an educational platform*," PLoS Genetics 2006 Jun;2(6):e92. She also attended the American Society of Microbiology Meeting where she was a co-author on 6 abstracts and presented a poster entitled "*Genomic Sequence and Analysis of Bacteriophage SPO1*". In July, Marisa directed a bacteriophage microbiology and bioinformatics workshop at the University of Pittsburgh.
- Larry Twidwell has accepted an invitation for a three week assignment at our sister department in Akita University, Japan, to conduct cooperative research emphasizing the recovery of rare metals. He will also attend the COM 2006 meeting in Montreal to present a paper.
- Courtney Young is chair of the organizing committee for Hydro 2008, a conference on hydrometallurgy which will be held in August in Phoenix. He is also organizing a symposium on Uranium for the SME Annual Meeting in February 2007 and is helping to organize Precious Metals 2007.
- Congratulations to Rick Rossi on the publication of his new book: *Theorems, Corollaries, Lemmas, and Methods of Proof*, Wiley-Interscience, Hoboken, 2006.
- Tim Kober attended the ASEE annual conference in Chicago in June to present a paper titled: *Development and Presentation of the Interdisciplinary Course Petroleum Project Evaluation: Integrating Entrepreneurial and Business Concepts into a Petroleum Engineering Curriculum*. The course which resulted from the collaboration represents the efforts of 8 faculty members, 3 petroleum, and 5 BIT.
- Dr. David Hobbs of the Montana Tech Chemistry Department is utilizing Podcasts and Screencasts in Montana Tech's CHEM 1056 General Chemistry I course, designed to heighten student interest.
- Dr. Terry Spear, Safety, Health and Industrial Hygiene, recently published a paper in Mining Engineering titled "*Comparison of sampling methods to measure exposure to diesel particulate matter in an underground metal mine*".
- Professors Terry Spear and Julie Hart of the Safety, Health, and Industrial Hygiene Department co-authored a paper with research faculty from the University Montana published in the Science of the Total Environment entitled "*Trees as reservoirs for amphibole fibers in Libby, Montana*".

Montana State University-Billings
Chancellor Ronald P. Sexton, Ph. D.

- For the seventh consecutive year, MSU-Billings has been ranked as one of the nation's 'Best Colleges' by *U. S. News and World Report*, for undergraduate through master's level academics, in the latest edition of 'America's Best Colleges 2006.'
- Mr. Stacy Klippenstein returns to MSU-Billings as Vice Chancellor for Student Affairs. A little more than a decade ago, Stacy worked as the assistant director of student life and housing and spent a year as residence hall director at Petro Hall. Welcome Stacy!
- Judy Chapman, who has 17 years of financial aid experience, was named as Director of Financial Aid and Scholarship. We look forward to her excellent leadership and commitment to service excellence.
- MSU-Billings College of Technology is the recipient of two (2) \$100,000.00 pledges, one from High Tech Construction, and one from Langlas & Associates, Inc. The funds are to be used for scholarships for students entering the MSU-B COT's new carpentry program.
- On July 24, 2006, MSU-Billings officially broke ground at the College of Technology, ushering in the university's newest academic building. The development of the \$9 million, 47,500 sq. ft. building is the first addition to the COT since it was constructed 30 years ago. The two-story building, dedicated to serving healthcare, general education and university transfer programs, will feature 11 classrooms, 8 laboratories, a covered bay with an ambulance for the paramedic program and a state-of-the-art 175 seat multi-media auditorium.
- As part of the 2007 Transportation, Treasury, and Housing and Urban Development Appropriations bill, Rep. Denny Rehberg provided \$250,000 in funding for facility planning, initial design work, conceptual work, and site evaluation for a MSU-Billings/City of Billings West End Library and Information Center located at the College of Technology.
- Governor Brian Schweitzer presented Dr. Sexton with a "Git 'er Done Award" congratulating him, the faculty and staff of MSU-Billings, for the University's innovative new Health Career Pathways 2+2 online healthcare degree completion pilot programs which begins September 2006.
- Dr. Gary Young, an award-winning widely recognized business educator from Tennessee, will become the next Dean of the College of Business at Montana State University-Billings.
- The MSU-Billings Back-to-School Conference, held August 22-24, 2006, was open to the public and was well attended. MSU-Billings wanted to take a fresh approach to the start of the 2006-2007 academic year, allowing faculty and staff the opportunity to avoid redundancy while sharing best practices, resources, inspirations, and new strategies for serving students and fostering community. The conference featured keynote speakers, break-out sessions, poster sessions, exhibits, and numerous opportunities to network with colleagues. The conference was created in response to a recent student satisfaction survey and campus discussions focusing on, "issues that really matter," said Dr. George White, Interim Provost and Academic Vice President.
- The New Student Services office has been busy welcoming prospective students and their families to our campus. A prospective math student was most impressed with Dr. Joe Howell. The student said he was, "wonderful, knowledgeable, willing, helpful, and patient. A great representative of your school."
- College of Business Assistant Professor Jenny Leonard won the Best Presenter award at the Academic Business World International Conference held last May in Nashville, Tennessee. The paper co-authored with Professor Lorrie Steerey, was titled "Teaching Actionable Knowledge: A Case for Games in the Classroom."
- In the College of Education, Dr. Cindy Dell, Dr. Barbara Harrold, and Mr. Tom Dell, College of Allied Health Professions in partnership with Ms. Juanita Hooper, President of Community Resources Alternatives (CRA), are conducting research on a parenting education program aimed at reducing the negative effects of divorce on children.
- District #2 Special Education Parent Satisfaction project directed by Dr. Kyle Colling, Rehabilitation and Human Services, conducted focus groups this summer to ascertain parent satisfaction with district special education programs. The groups tried to deepen understanding of parental opinions as expressed in a 2006 spring survey. Dr. Mary Susan Fishbaugh, Acting Dean, College of Education, assisted Dr. Colling in analyzing the data and writing the report.
- Dr. David McGinnis, MSU-B Grants and Sponsored Programs Co-Director, was appointed to serve on the Montana Climate Change Science Advisory Council. McGinnis will work with a handful of climatologists and other scientists to provide scientific information and data to a statewide council of citizens who eventually will develop a climate change action plan for the State.

Montana State University-Northern
Chancellor Alex Capdeville

- **Enrollment** - All indications show that we will have a slight increase in enrollment this fall semester. At the same time, we have been effectively reducing the number of undersubscribed courses and programs. The result is a more efficient and productive campus.
- **Campus beautification** – Northern is undergoing some major construction at this time. Our new campus courtyard has finally started. This project will turn the old run-down parking lot into a beautiful campus courtyard. This will give the campus a nice focal point where students can study and have safe easy access to the various buildings. More importantly, it will provide access for the handicapped across the upper portion of campus as well as to the lower. We will replace this parking lot with a new parking lot north of Hagener Science Center.
- **Resident Halls** - We continue to increase the number of students in the residence halls currently we are almost full with 268 people living in our residence halls. Remember, 6 years ago that number was only 151. I am very pleased with that growth and what that does for improving our student life
- **Articulation agreement with Medicine Hat Community College** – Earlier this summer we signed an Articulation agreement in elementary education with Medicine Hat College. This agreement will make it easier for their students to transfer seamlessly to Northern. This will greatly help us in our ability to recruit students from Canada. I would hope that we can do the same with Lethbridge during this academic year.
- **New programs** – We started our new Electrical degree this fall with 19 students enrolled. I am very pleased with that enrollment for the first year, especially since the degree wasn't approved until Spring 2006.
We also have a New Construction Certificate which is part of the BILT grant and a state-wide curriculum. We also have approval to offer the Civil Engineering Program in Great Falls in collaboration with the Great Falls COT. That appears to have great potential.
- **Business Incubation Center** – The Greater Montana Bio-Energies company is currently working in our Business Incubation Center. They are working closely with our new Applied Technology Center to test the effects of bio-fuels on all types of engines. They are laying the ground work for possibly building a Bio-Diesel manufacturing plant on the Hi-line in the near future. Key shareholders and investors visited the campus on September 6th to view the progress of what is happening on our campus.
- **Senate hearing on St. Mary diversion project** – On September 1, 2006 Northern hosted a U.S. Senate Energy and Water Committee hearing. The meeting was designed to seek public comment on how to rehabilitate the St. Mary Diversion Works while addressing the associated concerns of the Blackfeet Tribe, the Fort Belknap Indian Community and the Milk River basin.

Montana State University-Bozeman
President Geoff Gamble

- **RESEARCH EXPENDITURES** reached \$103 million during the last fiscal year, a major milestone for a research university. The top grant-earning department was veterinary molecular biology (\$11 million), followed by land resources and environmental sciences (\$8.4 million) and physics (\$8.4 million). Research at MSU plays a critical role in creating a first-class learning environment for students as well as addressing state, regional, and national issues.
- The **MSU VOICE CENTER** (Victim Options in the Campus Environment) received a \$160,000 continuing grant from the Office of Violence Against Women in the US Department of Justice to support current activities and add new programs which address sexual and domestic violence against women. This is the third time that MSU has earned funding. Prior awards have enabled the VOICE Center, RHA, and the Dean of Students Office to provide mandatory programming for all incoming freshman. In addition, the grant provides training for staff throughout campus, helped establish a county-wide domestic response program so that all law enforcement agencies respond to complaints in the same manner and trained Emergency Room and Student Health Service staff on evidence gathering.
- **COLLEGE of BUSINESS** seniors recently scored in the 90th percentile among 513 schools nationwide to measure knowledge of business concepts. The Major Field Test for Business is designed to measure student's knowledge of business and their ability to apply significant concepts, theories and analytical methods to practical business problems.
- The U.S. Department of Education awarded Montana State University, Fort Peck Community College, and the Poplar Public Schools \$1.2 million to improve schools on and near the state's Indian reservations. The money will be for the **INDIAN LEADERSHIP EDUCATION AND DEVELOPMENT**

(LEAD) PROGRAM which has the goal of developing Native American teachers and teachers wanting to work in Native American communities, into high-quality principals and school leaders.

- The **BOBCAT WOMEN'S BASKETBALL TEAM** was named to the Women's Basketball Coaches Association (WBCA) 2005-06 Academic Top 25 Team Honor Roll. The Bobcats had a cumulative GPA of 3.459, fifth in the nation for Division 1 schools. All ten players on the active roster garnered All-Big Sky Conference Academic Honors.
- The **CENTER FOR BIOFILM ENGINEERING** won a four-year \$2.9 million grant from the National Institutes of Health to find new ways to heal chronic wounds. The money will be used to fund undergraduate research, hire more doctoral-level researchers, and purchase equipment for investigating the role that biofilms play in chronic wounds. One of the center's strengths is its unique interdisciplinary team that includes researchers from engineering, the life sciences, and medicine.
- Students participating in the **SOCIETY OF AUTOMOTIVE ENGINEERS** club and working on their capstone-engineering project built MSU's first student-made racecar and participated in the SAE Formula West competition against 70 other institutions. The car weighed 660 pounds, sat just a few inches off the ground and went 84 mph. "In my 14 years at MSU I've never seen a group of students work so hard to achieve a goal," said **ROBB LARSON**, the project's faculty advisor. "When this project started only a few of the dozens of students who worked on it had any automotive experience beyond driving and changing oil."
- Recent Biology graduate and Honors student, **SONYA SCARFF** discovered a rare skull and frill from a baby triceratops while working with a team from the **MUSEUM OF ROCKIES** at a site near Jordan, Montana during July. The discovery is only the third of its kind and is extremely important as it allows scientists to learn more about the growth of dinosaurs.
- Three architecture students won first place in Architectural Record's national competition to design a prototype house to be used in rebuilding New Orleans following Hurricane Katrina. **MARK STANKEY** (Shoreview, MN) and **JOHN KUCHARSKI** (Bozeman, MT), who earned Masters of Architecture degrees in May, were praised for taking materials and the system for building the projects into consideration for their design. **MICHELLE JELLISON** (Seattle, WA), who is now in the graduate architecture program, was lauded by the judges for creating a modular design that "comes closes to solving the problem." In all, six of the top 15 finishers were MSU students. More than 600 entries were received from students and professionals. The student's professor, **JOHN BRITTINGHAM**, suggested the success was rooted in the research the students completed to understand better the needs of the people and to determine the most appropriate materials.

MSU-Great Falls College of Technology **Dean Mary Sheehy Moe**

Strategic Emphasis: Enrollment Growth

With the caution that September 1 enrollments on any campus are extremely fungible figures, these observations about Fall 2006 at MSU – Great Falls seem sound:

- Overall FTE for MSU – Great Falls has increased approximately 7%, placing our Fall 2006 at nearly 3% over projections.
- Enrollments on the Great Falls campus, when configured as FTE, have declined by roughly 2.4%. When reported as headcount, Great Falls enrollments have increased by 2.4%.
- Part-time students are now the majority on the Great Falls campus, comprising 52.34% of Fall 2006 FTE, as compared with 49.35% in Fall 2005.
- Demand for the COT extension programming in Bozeman has increased by 55% since last fall, from 120 FTE to approximately 186 FTE.
- A substantial portion of our Great Falls students (41%) continue to come to us with previous college experience, mostly at Montana's four-year colleges.

Strategic Focus: Sustaining the Healthcare Sector in the Montana Economy

One of three major goals of the Regents' 2006 – 2010 Strategic Plan is to "assist in the expansion and improvement of the economy." Healthcare is currently the major driver of the Montana economy, accounting for \$1 out of every \$5 in the Cascade County economy alone and an estimated \$1.5 billion annually in the Montana economy.

Like all economic sectors, the healthcare sector relies on access to a well-prepared workforce. MSU – Great Falls College of Technology has been responding to that need since its inception. Among our first programs were nursing and dental assisting, and in the 37 years of our existence, we have built an academic menu of healthcare programs that rivals any in the state for quality, quantity, accessibility, and affordability.

PROGRAM	Distinctions
Dental Assistant	One of 2 programs in state, one-year completion, high licensure exam pass rates, high job placement rates
Dental Hygiene	Only program in state, fully subscribed all 5 years of existence, high pass rates, high placement rates
EMS – Paramedic	High enrollment rates; history of partnerships with police, fire, healthcare
EMS – Fire & Rescue	Ladder program with statewide reach, partnership with MSU Fire Training Academy
Health Information Technology	Only AHIMA program in state, CAS and AAS options, delivered entirely online, employment for place-committed Montanans
Medical Billing Specialist	Program available entirely online
Physical Therapist Assistant	Only program in state; high-wage, high-demand jobs; strong partner support; currently seeking re-activation
Practical Nursing	High pass rates, high placement rates, high employer satisfaction rates, high demand; transitioning from AAS to certificate
Radiologic Technology	High-demand, high-wage jobs; strong partner support
Respiratory Care	One of 2 programs in state; high-wage jobs, high pass rates
Surgical Technology	High demand, transitioning to shared program with UM-COT

Despite the returns on investment for student and employer alike, these programs are extremely difficult to sustain. MSU – Great Falls must address the following challenges in order to continue to supply the healthcare workforce required in the regional and state economy:

- **Recruitment and retention of faculty** in a competitive environment and within the constraints of collective bargaining. Current initiatives responding to this challenge:
 - Market adjustments for faculty
 - Partnerships with healthcare providers to supplement faculty salaries, provide clinical faculty, underwrite/provide faculty lines, and provide unique professional development opportunities
 - Summer assignments and out-of-load opportunities for faculty to add substantially to their annual salaries
 - Recruitment of online faculty throughout the United States (Currently, we employ two full-time faculty who teach online outside Montana)
- **Fiscally sustainable programs**, given the expense of equipment, medical staff (e.g., dentist, physical therapist), and various accreditation requirements coupled with required low enrollments. Initiatives responding to this challenge:
 - Partnerships with healthcare for equipment, staff, clinical space
 - Alliances with other COTs to share programs through consortium agreements, online arrangements (UM-Missoula COT, Miles CC)
 - Creation of online niches to build program capacity
 - Exploration of revenue-generating plans, including student dental healthcare services, non-resident slots in high-expense programs, “supertuition”
- Designing an **accessible delivery model** that recognizes the rural nature of the state and the lives of working adults. Initiatives:
 - Delivery of coursework to the employees of hospitals in the Northcentral Montana Healthcare Alliance through the REACH network
 - Online and compressed coursework tailored to the schedules of working adults
 - Exploring methods of recognizing experiential learning to expedite time to degree for current healthcare employees
- **Responsive, relevant curriculum**, given the lack of consensus among governance bodies, advisory groups, and campuses on prerequisite proficiencies, “rigor,” and time-to-degree. Initiatives:
 - Alignment of prerequisite standards in similar programs across the state
 - Review of the alignment of program standards with occupational requirements
- **Attrition rates** in prerequisite coursework (typically, at least 50%)
 - Development of “med prep” curriculum and experiences for high school students
 - Exchange of best practices among faculty in prerequisite science and math courses
 - Exchange of best practices among healthcare faculty.

The University of Montana-Western
Chancellor Richard Storey

- The University of Montana Western has recently finalized its new strategic plan that supports the strategic plans of The University of Montana and the Montana University System. The title of this plan is ***A Pathway to Academic Excellence and National Prominence***.
 - The collective goal at Montana Western is to provide students with the finest undergraduate experience possible. Our mission is teaching, learning, and discovery. Specifically, the new strategic plan will further improve our academic program under the successful block plan we uniquely call Experience One.
 - This action plan provides a roadmap, a blueprint, to greater excellence through 2012. It becomes our guide for action and decision-making, organizes how we envision a growing public university can best fulfill its mission, and strengthens our intellectual engagement with the community and indeed the world.
 - During development of this plan, we have focused our campus and community conversations on the things that unite and challenge us as a public university. We asked tough questions of ourselves. Together, we have determined how we can improve and better support teaching, learning, and the pursuit of discovery on our campus, more effectively tell our story, and increase enrollment. There is continued emphasis on accountability and innovation while stretching ourselves and meeting challenges we deem important for our success. We place a high priority on collegiality, mutual respect and a unified vision for Montana Western's academic excellence. Ultimately, we want to be more accessible and affordable to good-fit, dedicated students who wish to learn and succeed in a unique, challenging, and rewarding university environment and, upon completion, to live the life of the educated mind and successful, contributing citizen.
 - Our action plan is divided into five connected strategic goals:
 - Improve undergraduate education.
 - Increase enrollment through enhanced affordability, access, success, retention, and graduation.
 - Employ, retain, and support an excellent faculty and staff.
 - Enhance successful development, maintenance, and improvement of the campus in support of long range development plans.
 - Strategically position the university for maximum efficiency and long-range success.
 - Each goal contains two or more specific objectives we plan to achieve. Under each objective are example action steps. The plan is intended to be flexible and allow us to adapt to the ever-changing world of American higher education and the needs and academic wishes of our students and the state of Montana.
 - We take great care in assessment of our actions and in measuring our successes. The Strategic Plan Steering Committee has formulated, and will continue to refine, various time frames for action and strategies and tools for assessment of outcomes.
 - Montana Western has a culture of risk-taking and commitment. We expect no less than the best from our faculty, staff, and students and have been described as the little university with a big heart.
 - Montana Western's strategic plan can be viewed at: <http://www.umwestern.edu/strategicplan/>
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**ACADEMIC & STUDENT AFFAIRS
SUB Kelley Steward Room**

Wednesday, September 27, 2006

12:30 – 3:30 p.m.

See additional Supplementary Materials at:
<http://mus.montana.edu/asa/SupplementalMaterials.htm>

12:30 P.M. ROLL CALL and APPROVAL OF THE MINUTES ([Link](#))

ACTION

12:35 P.M. a. Revisions to Board of Regents' Policy 301.12, dealing with undergraduate degree requirements [ITEM 132-101-R0906](#)

Level II items

- b. Minor in Genetics, Montana State University-Bozeman
[ITEM 132-2003-R0706](#)
- c. B.S. in Criminal Justice, Montana State University-Billings
[ITEM 132-2701-R0706](#)
- d. B.S. in General Science, Montana State University-Billings
[ITEM 132-2702-R0706](#)
- e. B.S. in General Science with a teaching option, Montana State University-Billings [ITEM 132-2703-R0706](#)
- f. A.A.S. in Computer Programming and Application Development, Montana State University-Billings College of Technology
[ITEM 132-2704-R0706](#)
- g. B.S. in Business Administration, with a General Business option, Montana State University-Billings [ITEM 132-2706-R0706](#)
- h. B.S.Ed. in Reading and Elementary or Secondary Education, Montana State University-Billings [ITEM 132-2707-R0706](#)
- i. B.S.Ed in Mathematics, and a non-teaching major, Montana State University-Northern [ITEM 132-2801-R0706](#)
- j. B.S. and Minor in Restoration Ecology, The University of Montana-Missoula [ITEM 132-1001-R0706](#)
- k. Center for Biomolecular Structure and Dynamics, The University of Montana-Missoula [ITEM 132-1002-R0706](#)
- l. School of Public and Community Health Sciences, The University of Montana-Missoula [ITEM 132-1003-R0706](#)

- m. The Montana Safe Schools Center, The University of Montana-Missoula [ITEM 132-1004-R0706](#)
- n. Department of Media Arts, The University of Montana-Missoula [ITEM 132-1005-R0706](#)
- o. Certificates in Applied Science in Bookkeeping, Medical Receptionist, Network Technician, Drafting Technician, Computer Assistant and Office Assistant, Montana Tech of The University of Montana College of Technology [ITEM 132-1501-R0706](#)
- p. Center for Advanced Supramolecular and Nano Systems, Montana Tech of The University of Montana [ITEM 132-1502-R0706](#)
- q. Center for Advanced Mineral and Metallurgical Processing, Montana Tech of The University of Montana [ITEM 132-1503-R0706](#)
- r. B.A.S. in General Studies, Montana Tech of The University of Montana [ITEM 132-1504-R0706](#)
- s. A.A.S. in Music Technology, Dawson Community College [ITEM 132-202-R0706](#)

INFORMATION

- 2:30 P.M.
- a. Report on Egyptian students at MSU-Bozeman – David Dooley and Cathy Conover. [\(Link\)](#)
 - b. College Preparatory Program report. [\(Link\)](#)
 - c. Additional information on Policy 940.29, post-baccalaureate students. [\(Link\)](#)
 - d. Follow-up reports on radiologic tech, MSU-Great Falls College of Technology and electrical engineering, Montana Tech of The University of Montana. [\(Link\)](#)
 - e. Project on remedial coursework – Jan Clinard / Tyler Trevor [\(Link\)](#)
 - f. Concept review - Discussion about an academic partnership with Xiamen Institute of Technology and a possible branch campus in China – The University of Montana-Missoula [\(Link\)](#)
 - g. 2006 ACT and SAT scores in Montana – Jan Clinard [\(Link\)](#)
 - h. MUS General Education Core Online – Tom Gibson [\(Link\)](#)
 - i. Strategic Plan for UM-Western [\(Link\)](#)

- j. Continuing update on LPN program at Flathead Valley Community College.
- k. Other business.

CONSENT

3:05 P.M. a. Level I memorandum. ([Link](#))

3:20 P.M. PUBLIC COMMENT

3:30 P.M. ADJOURN

Minutes of
**The Academic & Student Affairs Committee
of the Montana Board of Regents**

Hensler Auditorium, Applied Technology Building
Montana State University-Northern
Wednesday, May 31, 2006
1:00 – 4:30 p.m.

Committee members: Chair Regent Lynn Hamilton, Regent Mike Foster, Regent Lila Taylor and Regent Heather O'Loughlin

Note: The Board of Regents may take action on any item on the Committee agenda. Public comment is welcome during the meeting.

Regent Lynn Hamilton, Committee chair, called the meeting to order at 1:00 p.m.

- a. Roll Call.
All committee members were present.
- b. Review and adoption of the agenda.
Regent O'Loughlin moved to adopt the agenda. Motion carried.
- c. Approval of the minutes from the March 1, 2006, meeting of the Committee.
Regent Taylor moved to approve the minutes. Motion carried.
- d. Portion of the Meeting Devoted to Topics of Concern to Both Academic and Student Affairs Officers.
 1. Discussion of the Board of Regents' Strategic Plan
Commissioner Sheila Stearns noted that the Strategic Plan has been under development for over a year. Certain portions of the Plan are being presented to each of the Board committees for guidance today, prior to the full Board meeting tomorrow. Commissioner Stearns, Associate Commissioner Dave Gibson and Director of Institutional Information and Research Tyler Trevor answered questions regarding each of the four goals the Academic and Student Affairs Committee was asked to consider.

Goal 1.4.2 Outreach to top-achieving students. *There was considerable discussion about this goal, including the reduced number of students taking the ACT last year, the relationship of this goal to P-20 work, and the significance of the "top 10%" in high school classes that vary widely in size. The Committee supported this goal, but asked for increased clarification and monitoring.*

Goal 1.4.3 Increase AP/dual-enrollment participation. *Regent Hamilton said that higher education is too dependent on K-12 cooperation to be able to set target numbers for increasing AP testing, but thinks it is important to make this information part of our data system and to monitor progress. The Committee is comfortable with the 06/07 goals.*

Goal 1.5.2 Expand non-traditional programs. *This goal will be modified prior to the full Board meeting to define non-traditional students (in accordance with the IPEDS*

definition), and to increase the number of non-traditional students served, regardless of delivery method.

Goal 3.2.3 Improve transferability. These goals are intended to measure progress on the transfer goals adopted in March 2006. Regent Hamilton asked to refine and reorganize the seven items into strategies and measurable goals.

2. Discussion of Distance Education

Director of Distance Learning Business Development Tom Gibson gave an overview of the distance education work to date, identified issues that still need to be addressed, and then invited questions.

Regent Hamilton asked if campuses offer online courses to generate additional revenue. Tom said that this is a problem that needs to be addressed, especially since students can pay more for online courses on certain campuses. At others (MSU-Great Falls), students pay the same fees regardless of delivery method. Tuition and fee structures for distance learning need to be standardized throughout the system, and need to be competitive in the marketplace.

In response to a question about a common platform, Tom replied that students don't see it as issue. However, there could be system-wide cost savings if all campuses are using the same platform—both in terms of license fees and training costs. Beth Krueger noted that a common platform feeding into Banner may not work for the community colleges since they don't use Banner.

Dave Gibson noted that creating the online portal for delivering the MUS Core general education courses will be a huge step. It will create a structure for providing student services system-wide. Once the structure is in place, transferability can be addressed.

3. Discussion of Emergency Preparedness

Disaster Mitigation Coordinator Lowell Goetting reviewed the history of the MUS Disaster Preparedness Survey. The current revision follows a logical sequence of events from pre-disaster mitigation, to disaster response and recovery, and finally post-disaster restoration. A FEMA grant is funding plan development for eight MUS campuses, and may provide implementation funds when the plans are approved by FEMA. In response to a question regarding the national pandemic conversation, Lowell responded that this planning encompasses both natural and manmade disasters.

4. Discussion of Policy 940.29, tuition for post-baccalaureate students.

At the March meeting, the Academic and Student Affairs Committee asked what the fiscal impact would be across the four-year campuses if the post-baccalaureate tuition policy was repealed. Associate Commissioner Mick Robinson provided the campuses with a methodology, and the resulting estimated loss in revenue ranged from \$12,800 to \$240,000 annually.

The Committee had many questions and concerns about the policy including post-bacc vs. graduate tuition rates, the importance of life-long learning balanced against fiscal concerns, workforce needs vs. enrichment, and the intent of the original policy. Deputy Commissioner Barber said that he thinks this policy is the last remnant of a time when the Board was trying to increase efficiency and help students move

through a degree program quickly by setting credit caps and encouraging campuses to establish four year graduation programs.

Regent Hamilton asked the Chief Academic Officers to consider phasing-in the elimination of the super-tuition or eliminating it for programs that are important to Montana's workforce needs, like teacher education. She and Regent Foster also requested data regarding the students who are currently being charged the post-baccalaureate tuition rate.

e. Portion of Meeting Devoted to Topics of Concern to Chief Academic Officers.

1. Level I memorandum.

Deputy Commissioner Barber noted the large number of programs that have been terminated recently. The Program Review policy that the Board adopted last year provides a mechanism for continuing to eliminate obsolete programs. The Committee had no questions or concerns about the memorandum.

2. Level II items.

a. Action: ITEM 130-301-R0306: Certificates of Applied Science, Flathead Valley Community College.

Deputy Commissioner Barber recommended an accelerated process for campuses changing program names from Certificate to Certificate of Applied Science. Flathead Valley Community College is the first campus to make this change to its certificate programs. This item will be forwarded to the full Board with a recommendation for approval.

b. Action: ITEM 130-2851-R0306: A.A.S. degree in Radiologic Technology, MSU-Great Falls College of Technology.

Questions and concerns regarding program duplication, the break-even point, and the proposed number of credits were expressed. The Committee decided not to recommend the program to the full Board for approval until 1) the total number of credits in the program complied with Board policy and 2) the campus explored collaboration with existing radiologic tech programs in the Montana University System.

c. Action: ITEM 130-2852-R0306: Certificate of Practical Nursing, MSU-Great Falls College of Technology.

d. Action: ITEM 130-2804-R0306: Civil Engineering Technology program in Great Falls, MSU-Northern.

Regent Foster asked about program duplication. MSU-Bozeman offers a Civil Engineering degree, but this is different from the Civil Engineering Technology degree that is proposed.

e. Action: ITEM 130-1018-R0306: Irish Studies minor, UM-Missoula.

f. Action: ITEM 130-1503-R0306: Bachelor and Master's degree in Electrical Engineering, Montana Tech.

Dan Trudnowski and Susan Patton answered questions regarding transferability. This is generally not an issue because Engineering accreditation is so strict. The issue of program duplication was raised regarding this proposal, too. Dave Dooley said that they have been in conversation with Montana Tech as the program developed. He doesn't think this change will impact their long-standing

engineering programs, and Montana Tech's rationale regarding producing a better result for students is sound. Dave appreciated the spirit of cooperation that the Board fosters here in Montana.

By consensus, action items c-f will be forwarded to the full Board with a recommendation for approval.

3. Action: ITEM 131-101-R0506: Additional revisions to the model nursing curriculum. *Deputy Commissioner Barber commented that the numerous nursing pathways that we have in Montana make for a complicated set of Operational Rules. These rules are primarily intended for use by nursing program advisors, and something more user-friendly will be developed for students.*

MSU-Bozeman nursing staff are working on an articulation agreement for students who have completed the new model and wish to enter the MSU- Bozeman BSN program.

Nursing directors throughout the state have concerns regarding the impact of the new model curriculum. One concern is that the curriculum is very rigorous, and retention might become a problem. Another is that the number of LPNs being produced could decrease significantly. Both of these concerns will need to be assessed over time.

4. Review the Scope of the University of Montana-Missoula Paleontology Center and an associated Fort Peck Field Station. *Regent Barrett asked for further discussion and review of the scope of the Center to ensure that assurances made when the Board approved the program are being honored. Dr. George Stanley, the Center director, reiterated that his primary interest is invertebrate paleontology. However, it's virtually impossible to avoid dinosaurs when at Fort Peck, so Dr. Stanley works collaboratively with Jack Horner at MSU-Bozeman and has dinosaurs on loan to him. Dave Dooley agreed that this is a synergistic research relationship between the campuses.*

f. Announcements.

1. Delay in Flathead Valley's LPN nursing program. *FVCC will take their proposal to the Board of Nursing in July, and expects to bring it to the Board of Regents in September.*
2. Academic administrative changes at UM-Western. *UM-Western is recruiting for an Assistant Provost for Accreditation, Assessment, and Academic Affairs.*

g. Other business.
There was none.

h. Public comment.
No additional comments were offered

The meeting adjourned at 4:30 p.m.

Submitted by Cathy Doyle

September 27 – 29, 2006

ITEM 132-101-R0906:

**Amendment of Board of Regents' Policy 301.12,
Undergraduate Degree Requirements; Associate Degrees**

THAT:

The Montana Board of Regents adopts the suggested amendments to policy 301.12. The amended language is set out in section I.C.2.(a) and (b) of the attachment. The language that is crossed out will be removed, and the underlined language will be added to the policy.

EXPLANATION:

A workgroup of the Two-Year Council has spent the last year reviewing all two-year and most certificate programs in the Montana University System to determine if they comply with the provisions of Policy 301.12. That policy, which grew out of the performance audit on transferability in the Montana University System, establishes the characteristics of Associate of Arts, Associate of Science, and Associate of Applied Science degrees and the Certificate of Applied Science.

Based on that year-long work, the Two-Year Council has recommended two changes to the characteristics of a Certificate of Applied Science:

- a) the allowable credits should be changed to 30 – 45 credits, which could extend the completion period to a full calendar year; and
- b) a more “generous” definition of general education coursework should be developed.

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION

Policy and Procedures Manual

SUBJECT: ACADEMIC AFFAIRS PAGE: 301.12 (1 of 3)

 Section: 301.12 Undergraduate Degree Effective: Sept. 24, 1999

 Requirements; Associate Degrees Issued: Oct. 11, 1999

 Approved:

I. Board Policy:

- A. Units of the Montana University System and the publicly-funded community colleges may offer the Associate of Arts and the Associate of Science degrees. They may also offer the Associate of Applied Science degree, and the Certificate of Applied Science, in those academic and occupational areas approved by the Board of Regents.
- B. Degrees Designed for Transfer.
1. The Associate of Arts or the Associate of Science degree is designed for transfer to a four-year institution. Except as provided in paragraph B.2 below, the degree title carries no designation of field of study and is normally limited to 60 credits, which includes an approved general education program that satisfies the requirements of [Board Policy 301.10](#).
 2. In rare cases, a compelling, externally imposed requirement may justify more than 60 semester credit hours and/or a designated field of study in the degree title in an Associate of Arts or Associate of Science degree. The unit requesting such a modification of degree requirements should address its request to the Deputy Commissioner for Academic and Student Affairs. Upon receipt of such a request, the Deputy Commissioner shall refer it to the Two-Year Education Council for review and recommendation to the Academic and Student Affairs Committee of the Board of Regents. These designated degree programs may not satisfy [Board Policy 301.10](#) on general education because of the number of specialized courses that make up the degree.
- C. Degree and Certificate Designed for Employment.
1. The Associate of Applied Science degree and the Certificate of Applied Science are designed to prepare students for immediate employment. Except as provided in paragraph I.C. of [Board Policy 301.11](#), which describes the Bachelor of Applied Science degree, the Associate of Applied Science degree or the Certificate of Applied Science does not transfer as a block of coursework meeting lower-division requirements toward a baccalaureate degree. Individual courses within the degree may transfer to meet course requirements at the receiving institution at the discretion of that institution.
 2. The Certificate of Applied Science is a program of applied study primarily designed to prepare students for immediate employment in a job indicated by the certificate title. The certificate must ordinarily be approved by the Board of Regents under [Board Policy 303.1](#). With the exceptions noted in paragraph C.3 below, the Certificate of Applied Science is normally distinguished by the following characteristics:

Undergraduate Degree Requirements; Associate Degrees and
Certificates of Applied Science

- (a) a short program of study (~~31-40~~30-45 total credits) ~~that is designed for completion in two semesters or, with the expectation that the certificate can be completed in,~~ at most, one calendar year; and
 - (b) ~~a limited number of~~ general education ~~credits, (6-9),~~ coursework that meets accreditation requirements and ~~are ordinarily applied in nature. comprises no more than 1/3rd of the total credits in the certificate program.~~
3. When the program of study for a proposed Certificate of Applied Science does not meet the characteristics described in paragraph C.2 above, the institution must request an exception to the requirements for certificate programs through the Deputy Commissioner for Academic and Student Affairs, citing a compelling reason for the variation and/or for culminating the program with a Certificate of Applied Science, rather than an Associate of Applied Science Degree. Upon receipt of such a request, the Deputy Commissioner shall refer it to the Two-Year Education Council for review and recommendation to the Academic and Student Affairs Committee of the Board of Regents.
4. The Associate of Applied Science degree combines applied and academic course work in a program of study designed to prepare students for career entry into a specific occupational area, as indicated by the degree title. The program design may combine a Certificate of Applied Science program with additional required courses or may be a distinct curriculum unrelated to any co-existing certificate program. With the exceptions noted in paragraph C.5, below, the Associate of Applied Science degree will have the following characteristics:
 - (a) a program of study (60-72 credits) requiring at least four semesters to complete, but no more than two academic years, including a summer session between the academic years if necessary;
 - (b) an occupational emphasis, achieved through a minimum of 2/3 of the total credits in the degree devoted to technical course work in the discipline specific to the occupational goal;
 - (c) general education or related education courses that meet accreditation requirements and that align with the amount and level of general education required in similar Associate of Applied Science degree programs in Montana.
5. When the program of study for a proposed Associate of Applied Science degree does not meet the characteristics described in paragraph C.4, above, the institution must request an exception to the requirements for A.A.S. degree programs through the Deputy Commissioner for Academic and Student Affairs, citing a compelling reason for the variation from the degree requirements. Upon receipt of such a request, the Deputy Commissioner shall refer it to the Two-Year Education Council for review and recommendation to the Academic and Student Affairs Committee of the Board of Regents.

II. History:

Undergraduate Degree Requirements; Associate Degrees and
Certificates of Applied Science

Action of the Board of Regents to adopt Two-Year Committee recommendations, July 11, 1997; Item 104-105-R0799 amended by action of the Board of Regents July 8, 1998; policy approved September 24, 1999. Revised May 20, 2005 ([Item 127-103-R0505](#)), clarified requirements for AAS and created new degree, format change.

[Table of Contents](#) or [Section 300 Contents](#)

July 12-13, 2006

ITEM 132-2003-R0706

Approval to Establish a Minor in Genetics; Montana State University-Bozeman

THAT:

The Board of Regents of Higher Education authorizes Montana State University-Bozeman to offer a Genetics Minor

EXPLANATION:

Montana State University-Bozeman seeks approval from the Montana Board of Regents to offer a Genetics Minor.

The Genetics Minor will utilize existing courses within the curricula of the participating departments. This program will provide students from a broad array of departments an opportunity to distinguish themselves in a cornerstone biological discipline. The minor will also provide a structure that links genetics oriented courses so that they may be rationalized and unneeded duplications reduced.

In addition, this program will better meet the needs of biology and computer science students. Genetics provides one of the cornerstones of biology and bioinformatics. The Minor in Genetics will provide a focus for the development of a well-organized trans-departmental curriculum that will better serve our students= needs without requiring any additional courses. The course of study links existing courses into a trans-departmental Minor in Genetics. All courses in the proposed curriculum currently exist at MSU-Bozeman and have been approved through the usual faculty course review process.

The minor will be administered within the Departments of Animal and Range Science, Computer Sciences, Ecology, Cell Biology and Neuroscience, Plant Sciences and Plant Pathology and Veterinary Molecular Biology. A steering committee, comprised of representatives from all units involved, will provide curricular oversight and will be responsible for conducting periodic program review.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-2003-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana State University--Bozeman
Program Title: Genetics Minor

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Faculty of the Colleges of Agriculture, Letters and Sciences, and Engineering request the creation of a Genetics Minor. The minor will be administered within the Departments of Animal and Range Science, Computer Sciences, Ecology, Neurosciences, Plant Sciences and Plant Pathology and Veterinary Molecular Biology. A steering committee, comprised of representatives from all units involved, will provide curricular oversight and will be responsible for conducting periodic program review. The proposed Genetics Minor provides a focal point for curriculum organization without requiring new courses to be taught.

July 12-13, 2006

ITEM 132-2701-R0706

Approval of Proposal to Offer a Bachelor of Science in Criminal Justice; Montana State University-Billings

THAT:

The Board of Regents of Higher Education authorizes Montana State University-Billings to award a Bachelor of Science in Criminal Justice degree program.

EXPLANATION:

As a comprehensive, regional, public university serving the educational needs of Montanans and accessible to all who are qualified, Montana State University-Billings has the primary mission of preparing students of all ages to be productive and responsible citizens, with special focus on the integration of education with service and an applied rather than basic research mission. The purpose of this proposal is to offer an undergraduate degree in Criminal Justice at Montana State University-Billings that would prepare professionals for work in the broad areas encompassed within the diverse American justice systems, including local and state law enforcement, probation and parole, juvenile justice, immigration and border patrol, U.S. federal law enforcement agencies such as marshal service, INS, ATF, drug enforcement, etc. The Criminal Justice program will also provide students with a basic knowledge of human behavior and the operation of the criminal justice system. Most importantly it will allow MSU-Billings to partner with two-year programs in criminal justice at other institutions, entry level partnerships with other programs, mid-level advancements and advanced leadership programs (2+2+2) thus providing educational opportunities for a wide variety of audiences.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-2701-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana State University-Billings
Program Title: Bachelor of Science in Criminal Justice

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana State University Billings seeks approval from the Montana Board of Regents to add a Bachelor of Science in Criminal Justice. The purpose of this proposal is to offer an undergraduate degree in Criminal Justice at Montana State University-Billings that would prepare professionals for work in the broad areas encompassed within the diverse American justice systems. These will include local and state law enforcement, probation and parole, juvenile justice, immigration and border patrol, U.S. federal law enforcement agencies such as marshal service, INS, ATF, drug enforcement, etc. Most importantly it will allow MSU-Billings to partner with two-year programs in criminal justice at other institutions, entry level partnerships with other programs, mid-level advancements and advanced leadership programs (2+2+2) thus providing educational opportunities for a wide variety of audiences.

July 12-13, 2006

ITEM 132-2702-R0706

Approval of Proposal to Offer a Bachelor of Science in General Science; Montana State University-Billings

THAT:

The Board of Regents of Higher Education authorizes Montana State University-Billings to offer a Bachelor of Science in General Science.

EXPLANATION:

An important element of the mission of Montana State University-Billings is "to ensure that all students are well prepared and competitive in regional, national, and global marketplaces." The Department of Biological and Physical Sciences participates in this mission through a diversity of rigorous, contemporary programs in the sciences. We would now like to expand our programs in a manner consistent with these goals by offering a Bachelor of Science in General Science degree program. As a step towards continued quality improvement and student retention, the proposed programs would enhance the sciences at Montana State University-Billings in several ways.

- 1) The number of students entering pre-professional programs at MSU-Billings invariably outnumbers students accepted in these programs. The proposed degree in General Science is a mechanism of alternate degree completion for students unable to immediately enter a professional program.
- 2) The proposed Bachelor of Science degree in General Science will be a broadly-based program encompassing all sciences, offering a balanced menu of courses in Biology, Chemistry, Earth Science and Physics. Broadly based knowledge and skills would be appealing to students desiring to enter the workforce in fields such as environmental consulting firms, conservation organizations and government agencies.
- 3) The broad field or general science major is considered a highly qualified teacher in science according to NCLB legislation. Students entering this program would be regarded as "highly qualified" according to NCLB standards, and thus qualify for teaching opportunities in general science.

MONTANA BOARD OF REGENTS
LEVEL II REQUEST FORM

Item No.: 132-2702-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana State University-Billings
Bachelor of Science in General Science
Program Title: _____

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana State University-Billings would like to offer a Bachelor of Science in General Science, The proposed degree would

- 1) provide an alternative degree program for certain students,
- 2) provide successful undergraduates with a broad-based knowledge in contemporary science
- 3) produce highly qualified teachers in general science.

The proposed degree in General Science is a mechanism of alternate degree completion necessary for certain students. The number of students entering pre-professional programs at MSU-Billings invariably outnumbers students accepted in these programs. The proposed degree would provide an alternative degree program for these students with success measured in terms of student retention beyond the completion of a pre-professional core and completion of this degree program.

The proposed Bachelor of Science degree in General Science will also offer a broad-based exposure to several disciplines in the sciences in contrast to our existing degree programs currently emphasizing biology or chemistry. The proposed degree would offer a balanced menu of courses in Biology, Chemistry, Earth Science and Physics. Broadly based knowledge and skills would be appealing to students desiring to enter the workforce in fields such as environmental consulting firms, conservation organizations and government agencies.

July 12-13, 2006

ITEM 132-2703-R0706

Approval of Proposal to offer a Bachelor of Science in General Science Teaching Certificate Option; Montana State University-Billings

THAT:

The Board of Regents of Higher Education authorizes Montana State University-Billings to offer a Bachelor of Science in General Science degree with Teaching Certificate Option.

EXPLANATION:

An important element of the mission of Montana State University-Billings is "to ensure that all students are well prepared and competitive in regional, national, and global marketplaces." The Department of Biological and Physical Sciences participates in this mission through a diversity of rigorous, contemporary programs in the sciences. We would now like to expand our programs in a manner consistent with these goals by offering a Bachelor of Science in General Science degree program as well as a Bachelor of Science in General Science degree with Teaching Certificate Option. As a step towards continued quality improvement and student retention, the proposed programs would enhance the sciences at Montana State University-Billings in several ways.

The proposed Bachelor of Science degree in General Science will be a broadly-based program encompassing all sciences, offering a balanced menu of courses in Biology, Chemistry, Earth Science and Physics.

The broad field or general science major is considered a highly qualified teacher in science according to NCLB legislation. With additional requirements met for teacher certification (or possibly already met in some cases) students entering this program would be regarded as "highly qualified" according to NCLB standards, and thus qualify for teaching opportunities in general science.

MONTANA BOARD OF REGENTS
LEVEL II REQUEST FORM

Item No.: 132-2703-R0706 **Date of Meeting:** July 12-13, 2006
Institution: Montana State University-Billings
Program Title: Bachelor of Science in General Science with Teaching Certificate Option

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana State University-Billings seeks approval from the Montana Board of Regents to add a Bachelor of Science in General Science teaching certification option. The proposed degrees would

- 1) provide successful undergraduates with a broad-based knowledge in contemporary science
- 2) produce highly qualified teachers in general science

The proposed Bachelor of Science degree in General Science will also offer a broad-based exposure to several disciplines in the sciences in contrast to our existing degree programs currently emphasizing biology or chemistry. The proposed degree would offer a balanced menu of courses in Biology, Chemistry, Earth Science and Physics.

The broad field science major is considered a highly qualified teacher in science according to NCLB legislation. With additional requirements met for teacher certification (or possibly already met in some cases) students entering this program would be regarded as "highly qualified" according to NCLB standards, and thus quality for teaching opportunities in general science.

ITEM 132-2704-R0706

Approval to Continue the Associate in Applied Science in Computer Programming and Application Development; Montana State University-Billings

THAT:

The Board of Regents of Higher Education authorizes Montana State University Billings College of Technology to offer the Associate in Applied Science in Computer Programming and Application Development

EXPLANATION:

The MSU Billings College of Technology AAS in Computer Programming and Application Development is designed to train the student to function effectively as an integral member of a computer software firm or as a web developer/in-house programmer for small to mid-sized companies with an emphasis in web page and database design as well. The emphasis in the program is leveraging and customizing existing computer technologies to meet business needs. In response to local and regional industry requests, this degree is designed to meet the growing need among businesses to employ in-house programmers to write small applications and/or develop internal data warehousing (i.e. web portals) to improve data organization and communications efficiency. The degree includes coursework in Visual Basic .Net, SQL, Perl, and Java, in addition to intensive study of Microsoft Office Applications such as Word, Excel, and Access. The graduates of this program are well versed to develop small and medium-sized applications for nearly any business need.

This AAS program focuses on providing students with the skills to serve business and industry through custom programming resulting in the extension of capabilities of application software and database software packages such as Access and Oracle. Graduates from this degree have the option of continuing on to a four year degree if they choose, or they can enter into the business world as valuable candidates to any of the following potential jobs: Computer Programmer, Visual Basic Programmer, Java Programmer, Application Developer, Web Developer, Database Programmer, Access or Excel Programmer.

Ultimately, the degree maintains a strong position with the possibility to blossom into a powerful and envied program in the future. Computer Software Engineers are still marked as one of the fastest growing occupations in Montana at over 60% increase by 2012. The need for qualified programmers can only be expected to increase. This program addresses this need. Further, this program embraces collaboration with other colleges within the university system and delivers industry-centric content to prepare students for jobs.

MONTANA BOARD OF REGENTS
LEVEL II REQUEST FORM

Item No.: 132-2704-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana State University--Billings College of Technology
Program Title: Computer Programming and Application Development

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana State University--Billings College of Technology requests approval to offer an Associate in Applied Science in Computer Programming and Application Development. The AAS degree was approved as a Level I in 2004. Montana State University-Billings College of Technology is requesting the AAS degree be approved as a permanent degree.

July 12-13, 2006

ITEM 132-2706-R0706 Approval of Proposal to add the Bachelor of Science in Business Administration General Business Option Online; Montana State University-Billings College of Business

THAT: Montana State University-Billings College of Business seeks approval from the Montana Board of Regents to offer a General Business Option for Online students as part of the Bachelor of Science in Business Administration degree

EXPLANATION: Over a year ago the College of Business at MSU-Billings sought and obtained Level I approval to offer a general BS in Business Administration degree via on line delivery. We initiated the on line curriculum in summer 2005, and in the short time since over 76 students have enrolled. We subsequently learned that we had approval to offer the BSBA degree with specific emphasis areas (marketing, management, management information systems, finance, or accounting), but did not have approval to offer a BSBA degree with a general business focus. As a result, we are requesting approval to offer an option in general business as part of our BSBA degree. The general business option will be fully available on line, thus enabling students to complete a BS degree in Business Administration via distance delivery. The on line general business option is interdisciplinary and is well suited to potential students interested in degree completion; additional education beyond the Associate degree level; obtaining pre-requisites necessary to enter the MBA program; or obtaining knowledge and skills to support small business enterprises. Approval of this request to offer a general business emphasis will ensure that we can continue to serve our on line constituency.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-2706-R0706 **Date of Meeting:** July 12-13, 2006
Institution: Montana State University Billings
Program Title: Bachelor of Science in Business Administration, General Business Option Online

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor or certificate where there is no major or no option in a major;
- 3. Establish new degrees and add majors to existing degrees; [add degree option]
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Over a year ago the College of Business at MSU-Billings sought and obtained Level I approval to offer a general BS in Business Administration degree via on line delivery. We initiated the on line curriculum in summer 2005, and in the short time since over 76 students have enrolled. We subsequently learned that we had approval to offer the BSBA degree with specific emphasis areas (marketing, management, management information systems, finance, or accounting), but did not have approval to offer a BSBA degree with a general business focus. As a result, we are requesting approval to offer an option in general business as part of our BSBA degree. The general business option will be fully available on line, thus enabling students to complete a BS degree in Business Administration via distance delivery. The on line general business option is interdisciplinary and is well suited to potential students interested in degree completion; additional education beyond the Associate degree level; obtaining pre-requisites necessary to enter the MBA program; or obtaining knowledge and skills to support small business enterprises. Approval of this request to offer a general business emphasis will ensure that we can continue to serve our on line constituency.

July 12-13, 2006

ITEM 132-2707-R0706 **Approval of Proposal to Offer a Bachelor of Science in Education, Double Major in Reading with Elementary or Secondary Education; Montana State University-Billings**

THAT: The Board of Regents of Higher Education authorizes Montana State University-Billings to offer a Major in Reading added to the Elementary or Secondary Education – BSED double major.

EXPLANATION: Montana State University--Billings Department of Special Education, Counseling, Reading and Early Childhood proposes that its *existing minor* in Reading presently leading to the K-12 Reading Endorsement be expanded to a Reading Major. Current programming allows students to minor in Reading as a part of studies leading to the Initial Teaching Certificate. The Reading Major proposal requires students to add a prescribed set of courses to the foundational Minor configuration to complete the Major. Individuals obtaining the Reading Major will still qualify for the K-12 O.P.I. Reading Endorsement and will, in addition, achieve Highly Qualified Teacher Status. The Reading Major will improve candidate marketability and provide Montana's K-12 schools with more thoroughly prepared specialists in reading education. The existing sets of elective courses serving both the Undergraduate Reading Minor and the M.Ed. Reading Option, when combined with required coursework in both programs, constitute comprehensive reading preparation programs that meet the specifications for Reading Majors suggested by the International Reading Association and the National Association for the Education of Young Children.

The Reading Major at MSU-B requires no additional full time faculty, proposes no changes in fees for clinics and can be fielded with few add-on operational costs, principally those that attach to increases in enrollments in existing offerings. Undergraduate students electing the Reading Major will follow a double major program design in which an existing set of Reading Minor elective courses are *required* in the Major. The curricular configuration of the proposed Reading Major conforms to the U.S. Department of Education's

requirements for Highly Qualified Teacher, the recommended preparation standards of the International Reading Association and includes components suggested for P-3

literacy development by the National Association for the Education of Young Children. With one exception, these courses are already available to students as electives and represent valuable teacher competencies and important developments in the field. Students currently elect from this list to fill out their Minor programs, and consequently are not exposed to the full range of available content and experience.

Reading is an expanding field: study in Reading in conjunction with elementary education preparation and secondary subject matter specialization is becoming more common. Emphasis on providing all teachers with additional and/or advanced training in Reading has emerged as a national educational mandate. The expansion of the Reading Minor to the Reading Major will offer students an opportunity to develop a more comprehensive understanding of the nature of literacy, of effective programs and practices in reading education, and to considerably improve their competencies in a variety of professional settings.

The proposed Reading Major does not *replace* the Minor; rather, it offers students an opportunity for continued study leading to HQT status. Students electing to complete the Minor to qualify for the K-12 Endorsement in Reading may still do so with no further requirement. Teachers who hold K-12 Endorsements in Reading may elect to return to the university to supplement existing Minor programs to obtain the Major and HQT.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-2707-R0706 Date of Meeting: July 12-13, 2006
 Institution: Montana State University--Billings
 Program Title: Bachelor of Science in Education, Double Major in Reading with
 Elementary Education or Secondary Education

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor or certificate where there is no major or no option in a major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana State University--Billings College of Education, Department of Special Education, Counseling, Reading and Early Childhood requests the expansion of an existing Minor in Reading to a Major. The present Reading Minor exists as the initial certificate minor available to Elementary and Secondary Education Majors. The Reading Major requires the addition of 15 credits of coursework beyond the minor at the undergraduate level.

July 12-13, 2006

ITEM 132-2801-R0706

Approval of Proposal to Offer a Major in Mathematics with a 5-12 Teaching Option and a Non-Teaching Option; Montana State University-Northern

THAT:

The Board of Regents of Higher Education authorizes Montana State University-Northern to offer a major in Mathematics with a 5-12 teaching option and a non-teaching option.

EXPLANATION:

The proposed major with 5-12 teaching option will prepare students who also complete the professional education core with an endorsable major in math for employment as secondary school teachers. The proposed major with teaching option meets all state of Montana requirements for initial secondary (grades 5-12) endorsement in mathematics, and also satisfies federal definitions of the content major in mathematics for "highly qualified" secondary teachers.

The proposed major with non-teaching option shares a common core of required courses with the teaching option. This option will provide opportunities for students in Northern's Biology, Civil Engineering Technology and Business programs to improve their math qualifications, and opportunity for students who may want to pursue post baccalaureate studies in mathematics to prepare for those studies.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-2801-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana State University - Northern
Program Title: Mathematics Major, Teaching and Non-Teaching Options

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor or certificate where there is no major or no option in a major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The Montana Board of Regents of Higher Education authorizes Montana State University-Northern to award the major in Mathematics with a 5-12 teaching option and a non-teaching option.

The proposed major with a 5-12 teaching option will prepare students who also complete the professional education core with an endorsable major in math for employment as secondary school teachers. The proposed major with teaching option meets all state of Montana requirements for initial secondary (grades 5-12) endorsement in mathematics, and also satisfies federal definitions of the content major in mathematics for "highly qualified" secondary teachers.

The proposed major with non-teaching option shares a common core of required courses with the teaching option. This option will provide opportunities for students in MSU-Northern's Biology, Civil Engineering Technology and Business programs to improve their math qualifications, and opportunity for students who may want to pursue post baccalaureate studies in mathematics to prepare for those studies.

July 12-13, 2006

ITEM 132-1001-R0706

New Major and Minor in Restoration Ecology

THAT:

The Board of Regents authorizes The University of Montana-Missoula to offer a Bachelor of Science degree in Restoration Ecology

EXPLANATION:

The College of Forestry and Conservation requests approval of a new undergraduate major leading to a Bachelor of Science degree in Restoration Ecology administered through the Department of Ecosystem and Conservation Sciences. This major would provide students with the knowledge and skills needed to apply a broad spectrum of biological, physical, and social sciences to ecological restoration. Ecological restoration is the fastest growing area of focus and employment in natural resource management. Students completing a major in Restoration Ecology at The University of Montana will be qualified to work in a number of fields concentrating on restoration or ecologically-based management of forest, grassland, riverine, and riparian ecosystems in both the private and public sector. A minor in Restoration Ecology is also requested.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-1001-R0706 Date of Meeting: July 12-13, 2006
Institution: University of Montana--Missoula
Program Title: Restoration Ecology

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

1. Change names of degrees (e.g. from B.A. to B.F.A.)
2. Implement a new minor where there is no major;
3. Establish new degrees and add majors to existing degrees;
4. Expand/extend approved mission; and
5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The College of Forestry and Conservation requests approval of a new undergraduate major leading to a Bachelor of Science degree in Restoration Ecology administered through the department of Ecosystem and Conservation Sciences. This major would provide students with the knowledge and skills needed to apply a broad spectrum of biological, physical, and social sciences to ecological restoration. Ecological restoration is the fastest growing area of focus and employment in natural resource management. Students completing a major in Restoration Ecology at The University of Montana will be qualified to work in a number of fields concentrating on restoration or ecologically-based management of forest, grassland, riverine, and riparian ecosystems in both the private and public sector. A minor in restoration ecology is also requested.

July 12-13, 2006

ITEM 132-1002-R0706

Approval of Center for Biomolecular Structure and Dynamics

THAT:

The Board of Regents authorizes The University of Montana—Missoula to establish a Center for Biomolecular Structure and Dynamics

EXPLANATION:

The University of Montana - Missoula requests approval to establish the Center for Biomolecular Structure and Dynamics to promote the activities of the recently approved Ph.D. Program for Biomolecular Structure and Dynamics. The Center is to be created to coalesce and enhance the research and teaching expertise of various faculty and units within several scientific disciplines. By bringing together faculty from various disciplines and providing additional support to core facilities with instrumentation and personnel that will facilitate studies of biomolecular structure and dynamics, the Center will become a regional resource, not only to the research efforts on the University of Montana campuses, but to the Rocky Mountain Laboratory in Hamilton and other units of the Montana University System.

MONTANA BOARD OF REGENTS
LEVEL II REQUEST FORM

Item No.: 132-1002-R0706 **Date of Meeting:** July 12-13, 2006
Institution: The University of Montana - Missoula
Program Title: Center for Biomolecular Structure and Dynamics

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The University of Montana - Missoula requests approval to establish the Center for Biomolecular Structure and Dynamics to promote the activities of the recently approved interdisciplinary Ph.D. Program for Biomolecular Structure and Dynamics. The Center is to be created to coalesce and enhance the research and teaching expertise of various faculty and units within several scientific disciplines, including structural biology, biophysical chemistry and biochemistry. By bringing together faculty from these and various related disciplines and supporting core facilities with instrumentation and personnel that will facilitate collaborations and studies of biomolecular structure and dynamics, the Center will become a regional resource, not only to the research efforts on the University campuses, but to the Rocky Mountain Laboratory in Hamilton and other units of the Montana University System.

July 12-13, 2004

ITEM 132-1003-R0706 **Approval of Proposal to form a School of Public and Community Health Sciences**

THAT: The Board of Regents authorizes The University of Montana – Missoula to form a School of Public and Community Health Sciences.

EXPLANATION: The University of Montana – Missoula requests approval to form a School of Public and Community Health Sciences within the College of Health Professions and Biomedical Sciences. This school would house the new programs of study leading to the Master of Public Health (M.P.H.) degree and a Certificate of Public Health that were approved by the Montana Board of Regents in March of 2005.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-1003-R0706 Date of Meeting: July 12-13, 2006
Institution: The University of Montana - Missoula
Program Title: School of Public and Community Health Sciences

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The University of Montana – Missoula requests approval to form a new academic subunit (School of Public and Community Health Sciences) within the College of Health Professions and Biomedical Sciences. This school would house the new program of study leading to the Master of Public Health (MPH) degree and a Certificate of Public Health. These new programs of study were approved by The Montana Board of Regents in March of 2005.

July 12-13, 2006

ITEM 132-1004-R0706 Approval of the new Montana Safe Schools Center in the Division of Educational Research and Service at The University of Montana

THAT: In accordance with Montana University System Policy, the Board of Regents of Higher Education authorizes The University of Montana-Missoula to create The Montana Safe Schools Center.

EXPLANATION: The efforts of the Montana Safe Schools Center will build upon, expand, and help sustain the nationally recognized work of the DERS team on critical issues surrounding school safety and youth wellness. The Center will focus its activities on issues such as emergency response and disaster preparedness in schools, abduction prevention, bullying prevention, positive behavioral supports, suicide prevention, peer mediation, conflict resolution training, and enhancing collaboration with law enforcement agencies and School Resource Officers (SROs). In addition, the Center will maintain close collaboration with the Montana Office of Public Instruction (OPI) and the U.S. Department of Education's Office of Safe and Drug Free Schools (OSDFS). These proposed activities stem from previously successful programs at DERS, including: the Ravalli County School Preparedness Project, the Montana Safe Schools Project, and the Schools and Communities Coming Together Project. The Montana Safe Schools Center will continue its work in schools across Montana, and in particular, with schools on the Rocky Boy, Flathead, and Blackfeet Reservations.

**MONTANA BOARD OF REGENTS
LEVEL II REQUEST FORM**

Item No.: 132-1004-R0706 **Date of Meeting:** July 12-13, 2006
Institution: The University of Montana - Missoula
Program Title: The Montana Safe Schools Center

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The Division of Educational Research and Service (DERS) at The University of Montana-Missoula is pleased to request Board of Regents' approval for the creation of the Montana Safe Schools Center. The efforts of this Center will build upon, expand, and help sustain the nationally recognized work of the DERS Team on Critical issues surrounding school safety and youth wellness. The Center will focus its activities on issues such as bullying prevention, emergency response and disaster preparedness in schools, abduction prevention, positive behavioral supports, suicide prevention, peer mediation, conflict resolution training, and enhancing collaboration with law enforcement agencies and School Resource Officers (SROs). In addition, the Center will maintain close collaboration with the Montana Office of Public Instruction (OPI) and the U.S. Department of Education's Office of Safe and Drug Free Schools (OSDFS). These proposed activities stem from previously successful programs at DERS, including: The Ravalli County School Preparedness Project, the Montana Safe Schools Project, and the Schools and Communities Coming Together Project. Similarly, the Center will collaborate closely with the Montana Center for the Investigation and Treatment of Childhood Trauma (MCITCT, also housed in DERS). The MCITCT, which was approved by the Board of Regents in 2004, is actively working in schools across Montana, and in particular, with schools on the Rocky Boy, Flathead, and Blackfeet Reservations. The Montana Safe Schools Center's collaboration with this initiative will focus on effective mental health recovery in schools who are dealing with the aftermath of a school or community tragedy.

July 12-13, 2006

ITEM 132-1005-R0706 **Approval to change status of Media Arts Program to Department of Media Arts**

THAT: In accordance with Montana University System Policy, the Board of Regents authorizes The University of Montana—Missoula to grant permission to change the status of the Media Arts Program to a Department of Media Arts.

EXPLANATION: The University of Montana - Missoula requests approval to change the status of the Media Arts Program to a Department of Media Arts. Media Arts has grown to serve each year some 20 M.F.A. candidates, 160 minors and nearly 600 undergraduate students through its general education classes.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-1005-R0706 Date of Meeting: July 12-13, 2006
Institution: The University of Montana--Missoula
Program Title: Media Arts

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The University of Montana-Missoula requests permission to change the status of the Media Arts Program to a Department of Media Arts.

ITEM 132-1501-R0706 **Authorization to Change the names of approved Certificates to Certificates of Applied Science; Montana Tech of The University of Montana, College of Technology**

THAT: The Board of Regents of Higher Education authorizes Montana Tech of The University of Montana to change the names of the following programs from Certificates to Certificates of Applied Science:

- Bookkeeping
- Medical Receptionist
- Network Technician
- Drafting Technician
- Computer Assistant
- Office Assistant

EXPLANATION: Montana Board of Regents' Policy 301.12, Undergraduate Degree Requirements: Associate Degrees and Certificates of Applied Science, adopted by the Board in May 2005, creates a Certificate of Applied Science as a new degree in the Montana University System. Before the adoption of that new policy, a Certificate was the only name available for such a credential. A name change for a degree program (i.e., from Certificate to Certificate of Applied Science) ordinarily requires a Level II document with all of the supporting paperwork and information. This Level II request is being submitted, without the documentation. All of the Certificates of Applied Science listed above will remain the same. The name of the program and the number of credits in the program will remain the same. The only change that is requested is the name of the degree, which will become a Certificate of Applied Science.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-1501-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana Tech of The University of Montana
Program Title: Certificates of Applied Science

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor or certificate where there is no major or no option in a major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana Board of Regents' Policy 301.12, Undergraduate Degree Requirements: Associate Degrees and Certificates of Applied Science, adopted by the Board in May 2005, creates a Certificate of Applied Science as a new degree in the Montana University System. Before the adoption of that new policy, a Certificate was the only name available for such a credential.

A name change for a degree program (i.e., from Certificate to Certificate of Applied Science) ordinarily requires a Level II document with all of the supporting paperwork and information. This Level II request is being submitted, without the documentation, to change the following Certificates to Certificates of Applied Science:

Bookkeeping
Medical Receptionist
Network Technician
Drafting Technician
Computer Assistant
Office Assistant

All of the Certificates of Applied Science listed above will remain the same. The name of the program and the number of credits in the program will remain the same. The only change that is requested is the name of the degree, which will become a Certificate of Applied Science.

July 12, 2006

ITEM 132-1502-R0706 **Authorization to Establish the Center for Advanced Supramolecular and Nano Systems (CASANS): Montana Tech of The University of Montana**

THAT: The Board of Regents of Higher Education authorizes the establishment of the Center for Advanced Supramolecular and Nano Systems (CASANS) at Montana Tech of The University of Montana in collaboration with The University of Montana.

EXPLANATION: The Center for Advanced Supramolecular and Nano Systems (CASANS) at Montana Tech of The University of Montana will initiate a long-term and multidisciplinary program in collaboration with The University of Montana to continue, as well as develop new activities involving supramolecular and nano systems. The goals are fourfold. First is to provide the infrastructure for improved research and development activities in supramolecular and nano systems. Second is to enhance existing activities and initiate new ones in order to study, research, and advance these systems. Third is to apply supramolecular and nano systems to bioengineering, biomedical, homeland security, functional and composite materials, coatings, catalysts, sustainable development, smart and recognition technology, circuits and sensors, environmental remediation, resource recovery, and energy. Fourth and foremost is to expand existing, attract outside, and initiate new businesses.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-1502-R0706 **Date of Meeting:** July 12-13, 2006
Institution: Montana Tech of The University of Montana Missoula
Program Title: Center for Advanced Supramolecular and Nano Systems (CASANS)

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

1. Change names of degrees (e.g. from B.A. to B.F.A.)
2. Implement a new minor where there is no major;
3. Establish new degrees and add majors to existing degrees;
4. Expand/extend approved mission; and
5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, **center**, station, laboratory, or similar unit.

Specify Request: The University of Montana, Missoula in collaboration with Montana Tech of The University of Montana, Butte request the establishment of a new research center involving the Departments of Science and Engineering on both campuses for the purposes of furthering the development of new materials for application in medicine, construction and communications. The Center will collaborate with State industries in these developments and direct the research towards their needs.

July 12-13, 2006

ITEM 132-1503-R0706

Proposal to establish The Center for Advance Mineral and Metallurgical Processing Center of Excellence at Montana Tech of The University of Montana

THAT:

The Board of Regents of Higher Education authorizes Montana Tech of The University of Montana to establish the Center for Advanced Mineral and Metallurgical Processing (CAMP) Center of Excellence to advance the mission of the Montana University System by increasing knowledge and improving the economy of the State of Montana in specialty mineral and material processing.

EXPLANATION:

The Center for Advanced Mineral and Metallurgical Processing at Montana Tech (CAMP) was originally formed as a Montana Center for Excellence initiated through the now defunct Montana Science and Technology Alliance (MSTA). It was established in 1989. The state funding was distributed through the center in the form of research funding via a formal RFP process. The governing board was responsible for inviting and reviewing proposals and disbursements of funds. With the loss of state funding, the Center evolved into a research center for process engineering, development and testing focusing predominantly on applied projects funded by industrial clients and federal programs throughout the world.

This request is to formalize the Center as a Board of Regents-approved, self funded Montana Tech Center of Excellence. The Center for Advanced Mineral and Metallurgical Processing will facilitate cooperation between the university and industry by supporting, developing and adding value to the global mineral, metallurgical, and materials industry. Economic enhancement may be encouraged through added value processing of minerals, materials and wastes and developing processes that minimize waste generation.

MONTANA BOARD OF REGENTS
LEVEL II REQUEST FORM

Item No.: 132-1503-R0706 **Date of Meeting:** July 12-13, 2006
Institution: Montana Tech of The University of Montana
Program Title: Center for Advanced Mineral and Metallurgical Processing

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor or certificate where there is no major or no option in a major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

The Center for Advanced Mineral and Metallurgical Processing at Montana Tech (CAMP) was originally formed as a Montana Center for Excellence initiated through the now defunct Montana Science and Technology Alliance (MSTA). It was established in 1989. The state funding was distributed through the Center in the form of research funding via a formal RFP process. The governing board was responsible for inviting and reviewing proposals and disbursements of funds. With the loss of state funding, the Center evolved into a research center for process engineering, development and testing focusing predominantly on applied projects funded by industrial clients and federal programs throughout the world.

This request is to formalize the Center as a Board of Regents approved, self funded Montana Tech Center of Excellence. The Center for Advanced Mineral and Metallurgical Processing will facilitate cooperation between the university and industry by supporting, developing and adding value to the global mineral, metallurgical, and materials industry. Economic enhancement may be encouraged through added value processing of minerals, materials and wastes and developing processes that minimize waste generation.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-1504-R0706 Date of Meeting: July 12-13, 2006
Institution: Montana Tech of The University of Montana
Program Title: Bachelors of Applied Science in General Studies

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Montana Tech of The University of Montana has had success in graduating students in its BAS in Business program. The College believes that it will be able to serve additional students by offering a BAS in General Studies. The degree is designed for individuals already in the workforce who hold an AAS degree and who wish to obtain a Bachelor's degree.

July 2-13, 2006

ITEM 132-202-R0706

Associate of Applied Science Music Technology

THAT:

The Board of Regents of Higher Education authorizes Dawson Community College to offer a two year Associate of Applied Science degree in Music Technology.

EXPLANATION:

Dawson Community College requests approval to offer a two year Associate of Applied Science degree in Music Technology. This proposal represents the effort of Dawson Community College to fulfill the employment and educational needs of residents and business within the service area by providing an avenue for training in technical fields.

MONTANA BOARD OF REGENTS

LEVEL II REQUEST FORM

Item No.: 132-202-R0706 Date of Meeting: July 12-13, 2006
Institution: Dawson Community College
Program Title: Associate of Applied Science Music Technology

Level II proposals require approval by the Board of Regents.

Level II action requested (check all that apply): Level II proposals entail substantive additions to, alterations in, or termination of programs, structures, or administrative or academic entities typically characterized by the (a) addition, reassignment, or elimination of personnel, facilities, or courses of instruction; (b) rearrangement of budgets, cost centers, funding sources; and (c) changes which by implication could impact other campuses within the Montana University System and community colleges. Board policy 303.1 indicates the curricular proposals in this category:

- 1. Change names of degrees (e.g. from B.A. to B.F.A.)
- 2. Implement a new minor where there is no major;
- 3. Establish new degrees and add majors to existing degrees;
- 4. Expand/extend approved mission; and
- 5. Any other changes in governance and organization as described in Board of Regents' Policy 218, such as formation, elimination or consolidation of a college, division, school, department, institute, bureau, center, station, laboratory, or similar unit.

Specify Request:

Dawson Community College requests approval to offer a two year Associate of Applied Science degree in Music Technology. This proposal represents the effort of Dawson Community College to fulfill the employment and educational needs of residents and business within the service area by providing an avenue for training in technical fields.

The curriculum will provide students with the essential training and skills to earn a two year music technology degree without leaving the state.

A briefing paper on the August 2006 exchange program between Montana State University and Mansoura University in Egypt

Sept. 1, 2006

Prepared by MSU Communications and Public Affairs

In January 2006, Mansoura University in Cairo, Egypt, invited several U.S. universities to prepare summer program proposals. MSU's submission was selected as the best of the group. MSU and Mansoura University then entered into a contractual agreement regarding the month-long program, scheduled for the end of July until August 28, 2006.

Mansoura University selected 17 students, all males between the ages of 17 and 22, to participate in the program. (MSU did not choose the students.) The Egyptian students and their families paid for the program, which cost roughly \$2,000 per student plus airfare.

All of the Egyptian students were undergraduates studying for degrees in a variety of disciplines at Mansoura University (<http://www.mans.edu.eg/english/>), which has about 13,000 students.

Following selection by their university, the Mansoura students applied for visas from the U.S. Embassy in Cairo, Egypt. Each was individually interviewed by embassy officials, and then granted an F-1 student visa. In all, the visa process took about two months to complete.

The students were also screened by U.S. immigrations and customs officials upon their arrival in the U.S. This process included visa and passport inspections, biometric registry (including fingerprinting, iris scan, photo), luggage inspections and interviews with Homeland Security officials.

All 17 students were expected in Bozeman July 29, 2006. Six arrived at MSU by July 31. On that date, the university notified Mansoura University, the Homeland Security Office in Helena, Mont., and the Homeland Security Office and Immigration and Customs Office at JFK airport that the 11 students had not arrived in Bozeman.

MSU also sent e-mails to the missing students on Aug. 2, informing them that they must arrive at MSU within 24 hours or they would be reported as "no shows" to the Department of Homeland Security's Student and Exchange Visitor Information System, known as SEVIS. After receiving no response from the students on Aug. 3, MSU reported the students to SEVIS. Though federal requirements for reporting "no shows" allow 30 days, the university decided to act quickly in notifying the proper authorities.

International students coming to attend educational programs at U.S. universities normally travel on their own without supervision. The 11 students who did not arrive did not communicate with MSU about their reasons for not coming to Bozeman.

Such "no shows" among foreign students are rare, although having students arrive late due to immigration processing delays is common.

The 32-day program at MSU included English as a Second Language classes plus lectures on various cultural topics, including U.S. and Montana history. In addition to academic work, the program included a number of recreational activities, including a trip to Yellowstone National Park and white-water rafting.

The exchange program with Mansoura University was set up as a one-year program, and no decisions have yet been made regarding continuing it in subsequent years. Also, there currently is no reciprocal arrangement for MSU students to visit Mansoura University.

MSU has nearly 400 international students on campus and has exchange programs with 39 different universities in 19 countries. Exchange students are one of the most important sources of diversity on the MSU campus. Many MSU students study at international universities for the same price they would pay to study at MSU.

MSU is one of many U.S. universities that hosts Middle Eastern students. In fact, 31,248 Middle Eastern students studied in the United States in 2004/2005, according to the Institute of International Education. The Atlas of Student Mobility reports 1,822 students from Egypt studied in the United States in 2004.

TO: Montana Board of Regents

FROM: Roger Barber
Deputy Commissioner for Academic and Student Affairs

RE: The College Preparatory Program Report

DATE: September 27 - 29, 2006

Two reports, concerning the College Preparatory Program, are attached to this memorandum.

The first report is prepared, in response to Montana Board of Regents' Policy 301.7, which states that "(i)n order to improve students' preparation for college-level work, the Board of Regents of Higher Education requires. . .(a) College Preparatory Program for students who wish to enter a (four-year) campus of the Montana University System. . ."

The policy goes on to say that ". . .each of the six campuses of the Montana University System is granted discretionary exemptions for in-state applicants who have not completed the College Preparatory Program not to exceed 5 percent of the in-state enrollment of first-time, full-time first year students. Institutions will be obligated to provide appropriate annual reports indicating the numbers of students enrolled as exemptions and their academic progress in comparison to those students regularly admitted."

Hopefully, the Report is self-explanatory. The first table describes the "first-time, full-time" student pool, and the number of students in that pool who were admitted by exemption because they had not completed the College Preparatory Program in high school. The second table describes the academic performance of the "first-time, full-time" students, at the end of their first year of college; and the third table describes the academic performance of the students who were admitted by exemption at the end of their first year of college.

The second report provides information on the academic performance of first-time, full-time students who were admitted in the 2004 – 2005 academic year. Historically, the College Preparatory Program report to the Board of Regents has only followed students during their first year of postsecondary education. The Board asked the campuses to continue to follow the students in the 2004 – 2005 cohort, however, and the second report provides information on those students following two years of postsecondary education. The information in the report is similar to the first report, except two years of follow-up data are included.

I would be happy to discuss the information in the report.

**MONTANA UNIVERSITY SYSTEM
COLLEGE PREPARATORY PROGRAM EXEMPTIONS (POLICY 301.7)
ACADEMIC PROGRESS OF EXEMPTED IN-STATE STUDENTS**

ACADEMIC YEAR 2005-2006

	<u>UM</u>	<u>TECH</u>	<u>UM-W</u>	<u>MSU</u>	<u>MSUN</u>	<u>MSUB</u>	<u>SYSTEM</u>
Total number of In-State First-Time, Full-Time, First-Year students ^a :	1213	233	175	1265	159	403	3448
# of In-state, First-time, Full-Time, First-Year Students Admitted Under the 5% College Prep Exemption Policy:	73	1	16	64	8	2	164
% of College Prep Exemptions of In-State, First-Time, Full-Time, First-Year Students:	6.0%	0.4%	9.1%	5.1%	5.0%	0.5%	4.8%

Academic Progress ^b

Distribution by College GPA of **ALL** In-State, First-time, Full-time, First Year Students

	<u>UM</u>	<u>TECH</u>	<u>UM-W</u>	<u>MSU</u>	<u>MSUN</u>	<u>MSUB</u>
% with 3.0 or greater:	50.2%	37.3%	45.1%	43.1%	35.9%	40.0%
% with 2.50 - 2.99:	16.1%	19.3%	16.6%	19.9%	20.8%	16.0%
% with 2.00 - 2.49:	12.8%	14.2%	17.1%	14.4%	16.4%	15.0%
% below 2.00:	17.5%	24.0%	12.6%	13.0%	27.0%	14.0%
% of All In-State, First-Time, Full-Time, First-Year Students with no reported GPA ^c :	3.4%	5.2%	8.6%	9.6%	0.0%	15.0%

Academic Progress ^b

Distribution by College GPA of In-State, First-Time, Full-time, First-Year Students

Receiving the Exemption

	<u>UM</u>	<u>TECH</u>	<u>UM-W</u>	<u>MSU</u>	<u>MSUN</u>	<u>MSUB</u>
% with 3.0 or greater:	30.1%	0.0%	18.8%	25.0%	0.0%	0.0%
% with 2.50 - 2.99:	19.2%	100.0%	18.8%	21.9%	50.0%	50.0%
% with 2.00 - 2.49:	17.7%	0.0%	18.8%	12.5%	25.0%	50.0%
% below 2.00:	28.7%	0.0%	18.8%	25.0%	25.0%	0.0%
% of Exemptions with no reported GPA ^c :	4.1%	0.0%	25.0%	15.6%	0.0%	0.0%

^a Based on admissions during the 2005-2006 Academic Year

^b Overall GPA at the end of the reporting period

^c No longer in attendance at the end of the reporting period

Definitions

First-Time, First-Year: An entering freshman who has never attended any college or who entered with advanced standing (college credits earned before graduation from high school).

Full-Time: A student taking eight or more credits in a semester.

**MONTANA UNIVERSITY SYSTEM
COLLEGE PREPARATORY PROGRAM EXEMPTIONS (POLICY 301.7)
ACADEMIC PROGRESS OF EXEMPTED IN-STATE STUDENTS**

ACADEMIC YEAR 2005-2006 For the 2004-2005 Student Cohort

	<u>UM</u>	<u>TECH</u>	<u>UM-W</u>	<u>MSU</u>	<u>MSUN</u>	<u>MSUB</u>	<u>SYSTEM</u>
Total number of In-State First-Time, Full-Time, First-Year students ^a :	1306	239	182	1388	150	412	3677
# of In-state, First-time, Full-Time, First-Year Students Admitted Under the 5% College Prep Exemption Policy:	80	7	9	70	8	1	175
% of College Prep Exemptions of In-State, First-Time, Full-Time, First-Year Students:	6.1%	2.9%	4.9%	5.0%	5.3%	0.2%	4.8%

Academic Progress ^b

Distribution by College GPA of **ALL** In-State, First-time, Full-time, First Year Students

	<u>UM</u>	<u>TECH</u>	<u>UM-W</u>	<u>MSU</u>	<u>MSUN</u>	<u>MSUB</u>
% with 3.0 or greater: (AY 2004-2005)	42.8%	48.1%	38.0%	51.2%	37.3%	42.0%
% with 3.0 or greater: (AY 2005-2006)	30.5%	35.6%	33.5%	34.6%	32.0%	29.0%
% with 2.50 - 2.99: (AY 2004-2005)	18.2%	18.8%	18.4%	20.7%	20.0%	17.0%
% with 2.50 - 2.99: (AY 2005-2006)	13.7%	13.4%	17.6%	17.3%	15.0%	14.0%
% with 2.00 - 2.49: (AY 2004-2005)	13.8%	7.5%	13.8%	10.5%	12.0%	15.0%
% with 2.00 - 2.49: (AY 2005-2006)	9.0%	13.0%	9.3%	9.9%	11.0%	5.0%
% below 2.00: (AY 2004-2005)	23.6%	19.6%	14.9%	17.2%	28.0%	18.0%
% below 2.00: (AY 2005-2006)	14.3%	5.0%	4.9%	4.4%	9.0%	4.0%
% of All In-State, First-Time, Full-Time, First-Year Students with no reported GPA ^c : (AY2004-2005)	1.5%	4.2%	14.9%	0.5%	2.7%	8.0%
% of All In-State, First-Time, Full-Time, First-Year Students with no reported GPA ^c : (AY2005-2006)	31.0%	33.0%	34.6%	33.8%	33.0%	48.0%

Academic Progress ^b

Distribution by College GPA of In-State, First-Time, Full-time, First-Year Students

Receiving the Exemption

	<u>UM</u>	<u>TECH</u>	<u>UM-W</u>	<u>MSU</u>	<u>MSUN</u>	<u>MSUB</u>
% with 3.0 or greater: (AY 2004-2005)	23.8%	30.0%	22.3%	25.7%	12.5%	100.0%
% with 3.0 or greater: (AY 2005-2006)	13.8%	50.0%	11.1%	11.4%	25.0%	100.0%
% with 2.50 - 2.99: (AY 2004-2005)	22.5%	40.0%	11.2%	22.9%	50.0%	0.0%
% with 2.50 - 2.99: (AY 2005-2006)	16.6%	0.0%	33.3%	15.7%	0.0%	0.0%
% with 2.00 - 2.49: (AY 2004-2005)	16.2%	0.0%	22.3%	10.0%	0.0%	0.0%
% with 2.00 - 2.49: (AY 2005-2006)	7.6%	0.0%	0.0%	14.3%	12.5%	0.0%
% below 2.00: (AY 2004-2005)	35.0%	30.0%	44.2%	38.6%	37.5%	0.0%
% below 2.00: (AY 2005-2006)	16.6%	50.0%	0.0%	7.1%	12.5%	0.0%
% of Exemptions with no reported GPA ^c : (AY 2004-2005)	2.5%	0.0%	0.0%	2.9%	0.0%	0.0%
% of Exemptions with no reported GPA ^c : (AY 2004-2005)	44.8%	0.0%	55.6%	51.4%	50.0%	0.0%

^a Based on admissions during the 2005-2006 Academic Year

^b Overall GPA at the end of the reporting period

^c No longer in attendance at the end of the reporting period

Definitions

First-Time, First-Year: An entering freshman who has never attended any college or who entered with advanced standing (college credits earned before graduation from high school).

Full-Time: A student taking eight or more credits in a semester.

TO: Montana Board of Regents

FROM: Roger Barber
Deputy Commissioner for Academic & Student Affairs

RE: Additional Information on Post-Baccalaureate Students

DATE: September 27-29, 2006

At the May 2006 Board of Regents' meeting, the Academic and Student Affairs committee members discussed Regent policy 940.29, which requires Montana residents to pay "super tuition" if they enroll in additional classes after earning a baccalaureate degree. The conversation at that meeting focused on the fiscal impact to the campuses if the policy was repealed.

The committee members decided to continue their discussion at this meeting. In preparation for that discussion, they asked for additional information concerning:

- the number of students who are affected by this policy; and
- the career plans of those students.

That information, from Fall Semester 2005, is attached to this memorandum. In addition, the fiscal impact information is included again.

Montana University System
 Enrollment of Post-Baccalaureate Students
 Fall Semester 2005

MUS Institutions	# Enrolled	Credit Hours Attempted	Average Credit Load
Montana State University – Billings	38	299	7.9
Montana State University – Northern	33	319	9.7
Montana State University – Bozeman	347	3819	11.0
University of Montana – Missoula	416	3956	9.5
University of Montana – Montana Tech	46	407	8.8
University of Montana – Western	51	368	7.2
Total	931	9168	9.8

Fall Semester 2005

Major	#	Major	#	Major	#
AAS Equine St-Equine Mgmt Opt	1	Environmental Engineering	2	Post Bacc - Non Degree	2
AAS Natural Horsemanship	1	Environmental Studies	2	Pre-Education	14
Accounting BSBA	12	Fine Arts	19	Pre-English	2
Agricultural Business	1	Forestry	3	Pre-Forestry	2
Agricultural Operations Tech	1	French	3	Pre-Graphic Design	3
Animal Science	3	General and Undecided	16	Pre-Law	1
Anthropology	1	General Engineering	1	Pre-Medical Sciences	6
Art	11	General Science Broadfield	4	Pre-Nursing	73
BA Enviro Sciences Option	2	General Studies	1	Pre-Nursing ADN	2
Bach Liberal Stds A/S BSLs	1	Geography	2	Pre-Pharmacy	8
Biological Sciences	12	Geology	2	Pre-Prof-Phys Therapy	2
Biology	25	Geophysical Engineering	1	Pre-Sec Ed: Business Education	1
Biotechnology	2	Health & Human Performance	9	Pre-Studio Arts	6
BS Early Childhood Education	1	Health Administration BS	1	Pre-Wildlife Biology	3
BS Natural Horsemanship	1	Health and Human Development	18	Pre Prof Dental Hygiene	1
BS: Bus-Business	1	Hist Ext BSED Provisional	1	Pre Prof Medicine	1
Business	22	History-Political Science	3	Pre Prof Nursing	4
Business & Information Tech	2	History	23	Pre Prof Physical Therapy	1
Business Administration	43	Horticulture	5	Pre_Elementary Education (K-8)	1
Business Education	1	Industrial Arts/Technology ED	1	Pre_Sec Ed: English (5-12)	1
Business Technology	2	Industrial Technology	1	Pre_Sec Ed: Social Sci (5-12)	1
Cell Biology and Neuroscience	12	Japanese	1	Psychology	13
Chemistry	11	Journalism	1	Range Science	1
Civil Engineering	12	Land Resource Sciences	1	Recreation Management	2
Classics	1	Liberal Studies	5	Resource Conservation	3
Communication Studies	1	Mathematics	14	Sec Ed: Business Education	1
Community Service	1	Mechanical Engineering	4	Sec Ed: English (5-12)	1
Composition & Music Technology	2	Media and Theatre Arts	2	Secondary Education	11
Computer Engineering	1	Medical Technology	2	Social Science Brdfld	3
Computer Information Systems	2	Microbiology	5	Social Work	4
Computer Science	18	Modern Languages & Literatures	12	Sociology	4
Construction Engineering Tech	4	Music	3	Span Tchg Cert Opt Provisional	1
Design Drafting Technology	2	Native American Studies	2	Spanish	1
Diesel Technology	2	Non Degree	24	Spanish BA	1
Earth Sciences	5	Nursing	61	Teacher Education Recertify	3
Economics	4	OCC Safety & Health	2	Technology Education	1
Education	14	Pharmacy-Exter	11	Transition Nursing BSN	4
Electrical Engineering	4	Pharmacy	52	Undeclared	81
Elementary Education	33	Philosophy	1	University Studies	7
Eng Tech: Civil Engineer Tech	1	Physics	2	Wildlife Biology	10
English	14	Plant Science	1	Total	931
Environmental Design	20	Political Science	10		

POLICY 940.29

Board of Regents' Policy 940.29 requires Montana residents to pay so-called "super tuition" if they already hold a baccalaureate degree and they return to the Montana University System to take additional coursework. The four-year campuses were asked to estimate the loss in revenue if the policy was repealed, and the following table sets out those estimates. A copy of Policy 940.29 is set out below the table.

UM-Missoula	\$200,000
MT Tech	\$12,800
UM-Western	\$23,000
MSU-Billings	\$49,500
MSU-Bozeman	\$240,000
MSU-Northern	\$25,000

Board Policy:

Residents of Montana who take additional courses after earning a baccalaureate degree will be charged 120% of the resident undergraduate rate at the four-year campuses. The exceptions to this policy will be granted for post-baccalaureate students who enroll for courses offered by the colleges of technology or post-baccalaureate students at The University of Montana-Western and Montana State University-Northern when it can be documented that a student is pursuing an associate degree. Nonresident students will pay the resident assessment plus a nonresident fee equivalent to nonresident graduate tuition.

TO: Montana Board of Regents

FROM: Roger Barber
Deputy Commissioner for Academic and Student Affairs

RE: The Radiologic Technology Programs at Montana State University-Great Falls
College of Technology

DATE: September 27 – 29, 2006

At its May 2006 meeting, the Montana Board of Regents approved a new Associate of Applied Science degree in Radiologic Technology at Montana State University-Great Falls College of Technology. The program exceeded the 72-credit cap for Associate of Applied Science degrees, however, so the Board's approval was contingent on compliance with the provisions of Regent Policy 301.12, Undergraduate Degree Requirements: Associate Degrees. Montana State University-Great Falls College of Technology was asked to come to this meeting with evidence of its compliance.

The Radiologic Technology program has been reworked, and now contains 72 credits. The attached table sets out the courses and credits in that program.

In addition to the specific program change at MSU-Great Falls College of Technology, the Board of Regents asked for a review of all of the Radiologic Technology programs in the Montana University System to determine their similarities and articulation possibilities. A summary of those programs is also attached to this memorandum; and a more comprehensive document, including the summary, can be found in the appendix materials. Additional alignment work on the radiologic technology programs should be assigned to a work group of the Two-Year Committee.

MSU – GREAT FALLS COLLEGE OF TECHNOLOGY
 Associate of Applied Science Degree (AAS) - Radiologic Technology
 Requested Curriculum Revision

Health Care Core Courses		
(to be taken prior to entrance into the program)		
Course No	Title	Credits
ENGL 121	English Composition I	3
MATH 161	College Algebra with Science Applications	3
BIO 213	Anatomy & Physiology I	4
BIO 214	Anatomy & Physiology II	4
	TOTAL CREDITS	14
First Year – Fall Semester		
Course No	Title	Credits
RAD 120	Radiobiology / Rad. Prot.	3
RAD 105	Intro Radiologic Technology	2
RAD 110	Radiographic Procedures I	2
RAD 115	Radiographic Principles I	3
RAD 140	Clinical Education I	6
	TOTAL CREDITS	16
First Year – Spring Semester		
Course No	Title	Credits
RAD 111	Radiographic Procedures II	3
RAD 116	Radiographic Principles II	3
RAD 130	Patient Care in Radiology	2
RAD 141	Clinical Education II	6
	TOTAL CREDITS	14
Summer Session		
Course No	Title	Credits
RAD 240	Radiographic Internship	3
	TOTAL CREDITS	3
Second Year – Fall Semester		
Course No	Title	Credits
RAD 210	Radiographic Imaging III	4
RAD 220	Radiological Procedures III	2
RAD 241	Radiographic Clinical Ed III	6
	TOTAL CREDITS	12
Second Year – Spring Semester		
Course No	Title	Credits
RAD 215	Radiological Procedures IV	2
RAD 242	Radiographic Clinical Ed IV	6
RAD 270	Registry Review	2
COMM 135	Interpersonal Communications	3
	TOTAL CREDITS	13
Total Program Credits (including Prerequisite Credits)		72

COMPARISON of AAS DEGREE PROGRAMS in RADIOLOGIC TECHNOLOGY

In May 2006, Montana's Board of Regents of Higher Education was asked to approve a new Radiologic Technology AAS degree program in the state, bringing the number of such programs in the state to five. The Regents approved the program, proposed by MSU – Great Falls College of Technology, under several conditions. One condition was that directors of the five programs be convened to identify similarities and differences in the programs and to consider how they might be better aligned.

As the CEO of MSU – Great Falls, Dean Mary Sheehy Moe facilitated the process of convening the program directors and analyzing the curricula of the five programs. The following similarities and differences among the programs have now been identified.

COMPLIANCE with BOR POLICY 301.12

- Four of the 5 programs require no more than 72 credits. FVCC's program requires 83 credits.
- Only Montana Tech's AAS degree can be completed in two academic years.
 - The remaining four programs can be completed in two academic years *after* the prerequisite courses are completed.
 - Missoula's prerequisites can be completed in one semester.
 - The remaining three programs have sequential science prerequisites that would require at least two semesters to complete.
- All 5 programs meet the policy requirement of at least 2/3 of the total credits dedicated to technical coursework.
- All 5 programs meet the requirements of Northwest Commission on Colleges and Universities for related instruction in computation, communications, and human relations. In an effort to reduce credits, FVCC's human relations component is embedded, rather than a discrete course.
- Total general education credits range from 15 at MSU – Great Falls to 23 at UM – Missoula. Similar requirements include:
 - Anatomy & Physiology I and II 5 programs
 - One composition course 5 programs
 - English Composition Tech, FVCC, GF
 - Technical Writing/Comm. Billings, Missoula
 - Business Writing Billings
 - One math course 5 programs
 - College Algebra MSU-GF
 - Intermediate Math/Algebra Butte, FVCC, Missoula
 - Math for Tech/ Contemp Math Billings
 - One human relations course 4 programs

Differences in general education requirements include:

- Anatomy & Physiology course not always equivalent
- Math and composition courses not always core-level
- Human relations requirement is met through a different course on each campus
- UM-Missoula requires one more science course and one more human relations course than the other programs

CURRICULUM

General Education

- Strong similarity in the amount and types of courses required
- More general education than the norm at UM - Missoula; less at MSU - Great Falls

Didactic Coursework

- Four programs require 26-28 credits of didactic coursework. UM-Missoula requires 22 credits.
- All 5 programs require a registry review/transition to workplace course as a capstone to the curriculum. (At MSU-Billings this is a 1-credit course; at all others, it is 2 credits.)
- Some programs include computer literacy, medical ethics, and medical terminology in their technical course work. All program directors recognize the value of these courses, but cannot offer them and comply with the 72-credit cap on the degree.

Clinical Coursework

- Four programs require 26 or 27 credits of clinical coursework. FVCC requires 37 credits of clinical coursework.
- Credit per clinical hour are calculated as follows:
 - 1 credit:4 clinical hours Tech, Missoula, Great Falls
 - 1 credit: 3 clinical hours Billings, FVCC

Billings is exploring recalculating its clinical hours at the 1:4 level.

FVCC's clinic hours are under-reflected by credits. Students put in 40-hour weeks in the program, either in class or in clinic, so total clinical hours may be as high as 3700 hours.

- Four program directors (with Montana Tech as the exception) find that the credits dedicated to clinical course work do not adequately reflect the need for clinical hours required to be prepared for the profession.

DELIVERY

- Three programs – Montana Tech, FVCC, and Missoula – and offer at least some of the didactic course work online – either as “hybrid” course delivery or totally online.
- Enrollment capacity in the programs varies:
 - Montana Tech 22 students this year (online format)
 - Missoula 16 students ideal
 - Billings 16 students now, but 14 ideal
 - FVCC 12 students maximum
 - MSU – Great Falls 16 students maximum
- Partnerships with healthcare providers play an important role in the programs' quality resources:
 - Montana Tech Not underwritten by healthcare provider
 - Missoula Minor donations of space, funding by hospital
Hospital volunteers clinical staff
 - Billings Hospitals underwrite clinical faculty salaries
Hospitals supplement program director salary
Clinical sites
 - FVCC Hospital assists with clinical space
 - MSU – Great Falls Didactics delivered by faculty funded by Benefis
Clinical instruction funded by Benefis, GF Clinic
Clinical sites provided by Benefis, GF Clinic

OUTCOMES

- Three of the 4 programs with a graduate history have 100% pass rates on licensure exam
- Montana Tech COT has one year of graduates with an 86% pass rate.

TO: Montana Board of Regents

FROM: Roger Barber
Deputy Commissioner for Academic and Student Affairs

RE: Articulation Agreements for Electrical Engineering

DATE: September 27 - 29, 2006

In May 2006, the Montana Board of Regents approved a new Bachelor of Science degree in Electrical Engineering at Montana Tech of The University of Montana. During the discussion that preceded the approval, Regent Barrett said that he was concerned about students and their ability to transfer between this new electrical engineering program and its long-time counterpart at Montana State University-Bozeman.

As part of its approval, the Board of Regents asked both institutions to return to the September 2006 Board of Regents' meeting with an articulation or transfer plan in place. Those plans are attached to this memorandum. I.E., a transfer plan for students who move from the Montana State University-Bozeman program into the Montana Tech of The University of Montana program, and vice versa.

If you have any questions, my academic colleagues from Montana Tech of The University of Montana and Montana State University-Bozeman would be more than happy to answer them.

MONTANA TECH
Electrical Engineering Curriculum

MSU-Bozeman Course Equivalency

Freshman year				Credit
CHEM 1056 Gen Chem I	3		CHEM 131 General Chemistry I	5
CHEM 1136 Chem Lab I	1			
MATH 1520 Calc I	3		MATH 181 Calculus & Analytic Geometry I	4
MATH 1530 Calc II	3		MATH 182 Calculus & Analytic Geometry II	4
ENGR 1010 Intro Engr Calc&Problems	3			
ENGL 1046 Engl Comp (C)	3		ENGL 121 College Writing I	3
ENGR 1050 Intro to General Engring	1			
PHYS 1046 Gen Phys	3		PHYS 211 General & Modern Physics I	4
CHEM 1066 Gen Chem II	3		CHEM 131 General Chemistry I	4
Social Science Elective	3			
*Approved Electives	3			
**Computer Programming Elective 1	3		To be evaluated on an individual basis	
Sophomore year				
ENGR 2050 Engr Mechanics-Statics	3		EM 251 Statics & Particle Dynamics	3
MATH 3256 Matrices and Linear Alg.	3		MATH 333 Linear Algebra	3
MATH 2510 Calc III	4		MATH 224 Calculus Functions Several	4
PHYS 2076 Gen Phys	3			
PHYS 2096 Phys Lab	1		PHYS 212N General & Modern Physics II	4
**Computer Programming Elective 2	3		To be evaluated on an individual basis	
ENGR 2150 CAD and problem solving	2		To be evaluated on an individual basis	
ENGR 2060 Engr Mechanics-Dynamics	3		EM 252 Rigid Body Mechanics	3
MATH 2236 Differential Equations	3		MATH 225 Intro to Differential Equations	3
ENGR 2530 Electric Circuits	3			
ENGR 2550 Electric Circuits Lab	1		EE 206 Circuits I ^{Note 1}	4
PHYS 2086 Gen Phys	3			
PHYS 2106 Phys Lab	1		PHYS 213 General & Modern Physics III	4
Junior year				
MATH 3316 Statistics	3		STAT 332 Stats Scientists/Engineers	3
ENGR 3210 Technical Writing	3		ENGL 223 Technical Writing	3
ENGR 3260 Fluid Mechanics	3		EM 335 Mechanics of Fluids	3
ENGR 3270 Digial Circuit Design	3		EE 262 Logic Circuits Lab ^{Note 2}	1
PHYS 3036 Electronics	3		EE 261 Intro to Logic Circuits	3
ENGR 3540 Electric Machines	3		To be evaluated on an individual basis	
ENGR 3550 Circuits II	3		To be evaluated on an individual basis	
ENGR 3570 Electronic Design	4		EE 317 Electronics	4
ENGR 3580 Signals and Systems ****	3		EE 308 Signals and Systems	3
PHYS 4056 Electricity and Magnetism	3		EE 334 Electromagnetic Theory	3
***Professional Electives	2		To be evaluated on an individual basis	
Humanities Elective	3			
Senior year				
ENGR 4440 Communication Systems	3		EE 445 Telecommunications Systems	3
ECON 2600 Economics	3		ECON 101 Econ Way of Thinking	3
ENGR 4410 Control Systems Theory	3		EE 321 Control Systems	3
ENGR 4280 Intro. Microprocessors	3		To be evaluated on an individual basis	
ENGR 3340 Thermodynamics	3		ME 320 Thermodynamics I	
Humanities Elective	3			
MEC 3630 Engr Economy	3		I&ME 325 Engineering Economy	3
ENGR 4040 Professional Engineering	1		To be evaluated on an individual basis	
ENGR 4940 Seminar	1		To be evaluated on an individual basis	
ENGR 4920 Engineering Design (W)	3		To be evaluated on an individual basis	
***Professional Electives	9		To be evaluated on an individual basis	
**Computer Programming Elective -- select two from: CS 2136, CS 2146, and CS 2156				
***Professional Electives -- must be selected from: ENGR 3290, ENGR 4420, ENGR 4450, 4460, ENGR 4470, ENGR 4500, ENGR 4510, ENGR 4520, PHYS 4536, GEOP 4300, graduate level Electrical Engineering courses, or consent of advisor.				
****A Tech student must take ENGR 3580 or GEOP 4460				
Note 1: To receive credit for EE 206 at MSU, a student must complete ENGR 2530 and 2550 at Tech.				
Note 2: To receive credit for EE 262 and 261 at MSU, a student must complete ENGR 3270 and PHYS 3036 at Tech.				



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August 29, 2006

Dr. David Dooley, Provost
Dr. Robert Marley, COE Dean
Montana State University

Ref.: letter, Peterson to Trudnowski, 6/7/06, reporting on transfer equivalencies between Tech's EE option and MSU BSEE degree programs

Dear Drs. Dooley and Marley:

In response to the request to review again the equivalency of Montana Tech courses in the BSEE program with requirements in the MSU Electrical Engineering program, I have completed this review with results presented below. As reported in the referenced letter, there is opportunity for students to transfer between these two duplicate degree programs.

This current review focuses on the courses required by Tech in their recently approved BSEE degree program, which are the same as previously published for their General Engineering degree, EE option, with only one minor exception regarding a computer course. The results reported herein include consideration of additional information provided by Dr. Dan Trudnowski in his correspondence with me within the past month. He brought to my attention updated courses at Tech: ENGR 3550 Electric Circuits II (2 cr lecture plus lab) and ENGR 3580 Signals & Systems Analysis (2 cr lecture plus lab). Also Dr. Susan Patton, Vice Chancellor at Tech, has provided sets of suggested equivalencies among courses in the Tech and MSU BSEE programs.

The additional information from Dr. Trudnowski regarding topics now included in ENGR 3550 Electric Circuits II, although the catalog description in the new 2006-07 Tech catalog has not changed, allows ENGR 3550 to meet the intent of the MSU course EE 207 Circuits II. Since this Tech course is 3 credits and the MSU course is 4 credits, the shortage of one credit is added to the EE professional electives for students transferring into the MSU BSEE program.

The new description and course number ENGR 3580 Signals & Systems Analysis provides a stronger match with the MSU course EE 308 Signal and System Analysis. These two courses are considered equivalent.

There are credit differences between the calculus sequences at Tech and MSU, as shown in the table below. The more thorough coverage of mathematical calculus principles at MSU, reflected in

the heavier credit load, is somewhat mitigated by Tech's requirement for MATH 3256 Matrices and Linear Algebra (3 cr). Similarly, comparing Physics courses shows there is 1 credit more in the Physics courses at MSU than at Tech.

- Mathematics calculus courses

MSU		Tech	
Math 181	4 cr	Math 1520	3 cr
Math 182	4 cr	Math 1530	3 cr
Math 224	4 cr	Math 2510	4 cr
Math 225	4 cr	Math 2236	3 cr
TOTALS	16 cr		13 cr

- Physics courses

MSU		Tech	
Physics 211	4 cr	Phys 1046	3 cr
Physics 212	4 cr	Phys 2076/2096	4 cr
Physics 213	4 cr	Phys 2086/2106	4 cr
TOTALS	12 cr		11 cr

As identified in the table of EE courses below, there is a shortage of 11 credits in required EE courses for Tech students who would choose to transfer to the MSU EE program, due to several Tech classes being 1 credit less than corresponding MSU EE courses and some EE courses not being available at Tech. In addition as listed above, there is a 3 credit shortage in Tech mathematics courses relative to the MSU calculus sequence of courses, and 1 credit short in Physics course credits. Considering these various credits, a summary of the remaining requirements to obtain the MSU BSEE degree after transferring from Tech is as follows.

- Mathematics and Physics
 - The 3 credit shortage in the mathematics sequence is satisfied with the Tech mathematics required course MATH 3256 Matrices & Linear Algebra;
 - The 1 credit shortage in Physics courses is added to the general professional electives (either EE or non-EE elective, from approved list in the catalog);
- Remaining MSU EE courses required:
 - Professional electives
 - § 11 credits remain to be taken in approved EE electives
 - § The non-EE professional electives of 5 credits plus the 1 credit from the Physics shortage are satisfied from the Tech courses ENGR 3260 Fluid Mechanics (3 cr) and ENGR 3340 Thermodynamics (3 cr)
 - Remaining to be taken: EE 409 Semiconductor Materials, 3 cr
 - Remaining to be taken: EE 446 Telecommunications Lab, 1 cr
- Other required courses remaining for a transfer student from Tech to complete at MSU:
 - CS 160 Intro to Programming, 4 cr
 - I&ME 350 Engineering Data Analysis, 2 cr

Transfer equivalencies for courses from Tech to fulfill requirements in EE courses as part of the MSU BSEE program are shown in the table below.

MSU Electrical Engineering program, BSEE	Tech General Engineering program, EE option
EE 101 Intro to EE Fundamentals; 2 cr	* no match; add 2 credits to EE professional electives
EE 206 Circuits I; 3 cr lec., 1 lab	ENGR 2530 Intro to Elec. Circuits; 3 cr lec. ENGR 2550 Circuits Lab; 1 cr lab
EE 207 Circuits II; 3 cr lec., 1 lab	* partial match: ENGR 3550 (2 cr lec plus lab); add 1 cr to EE professional electives requirements
EE 261 Intro to (digital) Logic; 3 cr lec. EE 262 Logic Circuits Lab; 1 cr lab	** part of PHYS 3036 Elem. Electronics; 2 cr lec., 1 lab ** ENGR 3270 Digital Circ. Design; 2 cr lec., 1 lab
EE 308 Signals and Sys Analysis; 3 cr lec.	* ENGR 3580 Signals and Sys. Analysis; 2 cr lec, 1 lab; short 1 lecture credit: add 1 cr to prof. electives requirements
EE 317 Electronics; 3 cr lec., 1 lab	ENGR 3570 Electronic Design; 3 cr lec., 1 lab
EE 334 Electromagnetic Theory I; 3 cr lec.	PHYS 4056 Electricity & Magnetism; 3 cr lec.
EE 371 Microprocessor Systems; 3 cr lec., 1 lab	* ENGR 4280 Intro to Microproc.; 2 cr lec., 1 lab; Add 1 cr to EE professional electives
EE 321 Control Systems I; 3 cr lec.	ENGR 4410 Control Sys Theory & Design; 3 cr lec.
EE 355 Energy Conversion; 3 cr lec., 1 lab	* ENGR 3540 Electric Machines; 2 cr lec., 1 lab; Add 1 cr to EE professional electives
EE 391 Design I; 1 cr lec.	* no match; add 1 credit to EE professional electives
EE 445 Telecommunications Systems; 3 cr lec.	ENGR 4440 Communications Sys., 3 cr lec.
EE 446 Telecommunications Lab; 1 cr lab	* no match; needs to be taken
EE409 Material Science; 3 cr lec.	* no match; needs to be taken
EE 492R Design II; 1 cr. seminar, 2 lab	ENGR 4920W Engineering Design; 1 cr lec., 2 lab
EE 495 Prof., Ethics & Engr Practice; 1 cr lec.	ENGR 4940 Engineering Seminar; 1 cr lec
EE professional electives; 4 credits	ENGR 4450 Process Instru. & Control; 3 cr lec. ENGR 4460 Process Instru. & Control Lab; 1 lab
EE professional electives; 4 credits	* no match; needs to be taken from approved list

* These courses are short one or more credits, relative to the MSU EE program

** The two courses PHYS 3036 and ENGR 3270 as a set count for EE261 and EE262, but not individually

Sincerely,



James N. Peterson, Professor and Head
Electrical and Computer Engineering Department

Admission, Placement and Remediation in the Montana University System

prepared by Jan Clinard, Director of Academic Initiatives

Introduction

Admission policy and the placement of students into college-level or remedial coursework are intertwined. Although the Board of Regents has set policy on admission and revisited admission issues periodically, introducing the Regents' College Preparatory Core in 1990 and Mathematics and Writing Proficiency Policies in 2003 and 2005, the absence of Board policy on placement and remediation is glaring. When students are admitted to college, but not yet ready to tackle college-level work, who has the responsibility to help them succeed? Can more stringent admission standards reduce the need for remediation? How are admission, placement, and remediation practices related to retention? How can policy help us collect accurate data that will help improve the system for all students? These pages provide a context for these issues in the Montana University System and offer recommendations for developing policy.

Board of Regents Items and Policy

The impetus for developing proficiency admission standards can be traced to ITEM 89-003-R1195 (November 17, 1995) *Proficiency Admission Requirements and Developmental Education in the Montana University System*, part of Restructuring of the Montana University System Phase Two. This item called for the elimination of remedial education from the MUS and charged the Commissioner of Higher Education to appoint a task force to recommend proficiency admission standards, including minimum levels of achievement required for full admission to the MUS. Students who lacked the requisite proficiencies would have the opportunity to participate in developmental education programs through the community colleges, tribal colleges, colleges of technology, "private vendors," and units of the MUS where the "needs for developmental education are not being met in the immediate region." This item stipulated that developmental courses "will not be eligible for state support" and "will not meet degree requirements." Each segment of this item concluded that the recommendations would be put into place by January of 1997. Proficiency Admissions Committees for Mathematics and Writing were convened in 1997 and 1998.

In 2000, James R. Mingle and Associates published an *Evaluation of the Montana University System's Progress on Restructuring Goals*. This report indicated that changes in response to Board policy may have been "merely cosmetic" and that the mandate for two-year institutions to assume responsibility for "remediation may be meaningless when, in locations like Bozeman, there is no physical presence of a two-year institution." This report reinvigorated the Office of the Commissioner of Higher Education to pursue the goals of proficiency-based admission standards. In October of 2000, a Special Projects Director was hired to restart the proficiency committees. After several meetings and studies by representatives of K-12 and higher education, the Board of Regents adopted a Mathematics Proficiency Standard (Policy 301.15) in 2003 and a Writing Proficiency Policy (301.16) in 2005.

Although the 1995 recommendation for Proficiency Admission Requirements were eventually established in policy, recommendations for elimination and/or oversight of remedial education did not become policy. There is no Board Policy clearly defining remedial education or how these courses are provided, counted, and funded. Lacking policy, the *Registrar's Manual*, published by the Office of the Commissioner of Higher Education and last updated in 2003, has been used as a guide for numbering and counting courses

and student FTEs. As OCHE staff began to study remediation rates in order to track the impact of admission policy, the lack of policy on remediation made the collection of data cumbersome.

Remediation

In order to identify remedial courses and collect data on enrollment within the system, OCHE staff and mathematics and writing work groups settled on a definition. Remedial courses are those courses in mathematics, composition, and reading designed to develop basic skills that will enable students to successfully enroll in and complete college-level courses that satisfy general education requirements.

Policy 301.5, Transfer of Credits, defines “college level courses as those courses that are applicable toward an associate of arts, associate of science or baccalaureate degree at their respective institution....In all cases, such courses shall not include remedial or developmental courses.” Courses that are not college-level are, therefore, remedial.

Current Policy:

The 1995 BOR Item pointed out that there was no “clear, consistent, and well-articulated definition of remedial education” and no “consistent way that students are assessed to determine their need for remedial education.” In 2003, the Mathematics Proficiency Committee began to identify remedial mathematics courses in the MUS, community colleges and tribal colleges to determine how students who had not initially met the standard could transfer into a four-year program of the MUS. This threshold was set at “a C- grade or better in a college course entitled Intermediate Algebra or Algebra for College Students, or in a college course that is the prerequisite to any of the courses that satisfy the general education program requirements” (Policy 301.15). Board Policy 301.10 indicates that campuses will exclude any courses from their general education program that are remedial or developmental in nature. In 2005, the Writing Proficiency Committee accomplished a similar task, identifying remedial and general education composition courses.

The identification of remedial coursework, the threshold courses (those courses that are the prerequisites to the courses that satisfy the general education program requirements), and the courses that satisfy general education, also led to the identification of certain technical courses in mathematics and composition—courses that are neither remedial (not designed to bring students’ skill levels up to the college level) nor general education, but rather designed to meet the needs of a certificate or AAS degree. A course such as “Math for Food Production” falls into this category.

Current Practice:

Conflicting imperatives, guidelines, and philosophies about remedial education have led to inconsistent numbering and reporting of remedial coursework. Although there is some agreement about the definition of remedial coursework, course numbers range from 0001 to 120. This practice may be the result of an item in the Registrars’ Manual, which indicates that “classes numbered below 100 (remedial) may be counted by the Colleges of Technology and by four-year campuses which do not have an associated College of Technology.” Remedial courses numbered above 100 have, therefore, been eligible for state support.

Although the words “basic,” “fundamental,” “essentials,” or “developmental” in the course title may alert the student to the remedial nature of the course, “Algebra for College Students” is a remedial course, whereas “College Algebra” is college-level. Some four-year units report their remedial FTE to the affiliated two-year campus. Others do not.

Recommendation:

The Commissioner of Higher Education should convene a Workgroup to study remedial education and to recommend policies on the subject. Those policy suggestions could clarify how to define, provide, count, and fund remedial education. Topics may include:

- Numbering mathematics, composition, and reading courses that do not satisfy a campus's general education program or the MUS Core as 0-level courses;
- Clarifying differences in admission and placement policy;
- Determining how remedial coursework is funded and which campuses get student FTE for that coursework;
- Labeling with a "T" technical courses designed specifically to fulfill the requirements of a certificate program or AAS degree and which may not be used to satisfy a general education program; and
- Clarifying that pre-college level courses required in AAS programs may not be transferred.

The Workgroup should have representatives from the Mathematics and Writing Proficiency Steering Committees.

Placement

Writing and Mathematics Steering Committees should continue their work by focusing on additional placement issues.

Mathematics

To set cut scores for admission to the four-year programs of the MUS based on ACT and SAT scores in mathematics, the Mathematics Proficiency Committee examined current placement practices, K-12 Content and Performance Standards, ACT's Standards for Transition, and the test scores of students entering each of the units of the MUS, and heard input from the education field. Based on these parameters, the committee set very low thresholds that will gradually increase until 2007. However, the final scores are still significantly lower than the scores used for placement into core-level mathematics courses on all of the MUS campuses.

Current Practice:

While the Mathematics Proficiency Standard's admission score for mathematics on the ACT will settle at 18 in 2007, placement into general education-level mathematics is 23 at MSU Bozeman, MT Tech, MSU-Billings, and UM-Missoula; and 22 at MSU-Northern and UM-Western. The SAT placement thresholds are 40-90 points higher than the admission score of 440. Therefore, the four-year campuses can admit students whose mathematics skills require remediation. For nontraditional students, campuses use ASSET, COMPASS, and CLEP scores to place students. In addition, MSU, UM, and MT Tech have departmental tests. For Fall 2005, the COTs reported 1,763 enrollments in remedial math courses and the four-year units reported 1,635 enrollments.

Recommendation:

The Mathematics Proficiency Steering Committee will study these placement issues and make a policy recommendation to the Workgroup. They will consider a recommendation such as the following:
Students who meet the Mathematics Proficiency Admission Standard but do not place into college-level

mathematics must complete the required remedial course in mathematics or otherwise test out of that course and into college-level mathematics before earning over 30 credits at the institution.

Writing

To set cut scores for admission to the four-year programs of the MUS in writing, the Writing Proficiency Committee studied five years of research based on the actual writing samples of nearly 30,000 high school students who have taken the Montana University System Writing Assessment (MUSWA), input from hundreds of writing instructors and assessment scorers, and results from the new ACT and SAT writing tests. Based on these experiences, examination of scoring rubrics and anchor papers, and the K-12 Writing Content and Performance Standards, committee members determined that a score of 3.5 on the MUSWA (or 7 on the ACT or SAT essays) would demonstrate proficiency. As with the mathematics standard, the Writing Proficiency Policy is phased-in, beginning with low cut scores in 2007. During the two-year phase-in period, the four-year programs can admit students who are not yet at the proficient level of 3.5 and should be placed into remedial composition courses. However, by 2009, the threshold for full admissions and college-level writing should match. According to the policy, students are provisionally admitted until they earn a C- or higher on the (remedial) composition course that is the prerequisite for the course that satisfies the general education core.

Current Practice:

MSU-Bozeman and UM-Missoula administer writing tests during freshman orientation and exempt students who earn above certain thresholds on the ACT writing or SAT English sections. In most cases, both the four-year and two-year campuses offer developmental courses in composition. For nontraditional students, campuses use ASSET, COMPASS, and CLEP scores to place students. In Fall 2005, the COTs reported remedial composition enrollments of 482 students and the four-year campuses reported 779 remedial composition students.

Recommendation:

The Writing Proficiency Steering Committee will study these placement issues and make a policy recommendation to the Workgroup. They may consider a recommendation such as the following: *During the phase-in period, campuses will adopt placement tests that mirror the MUSWA (similar prompts, scoring rubric, and scoring protocols) and accept the MUSWA, SAT, or ACT essay scores of 3.5 or above to place students into college-level composition courses.*

Conclusion

Although not addressed in Board Policy, remediation and placement issues are very important to the system and to student success. Clear expectations about these issues will benefit both the providers and users of remedial education. Policy can establish the type and quality of data that can be collected; and conversely, data can be used to guide the development of effective policy. By adopting policy that defines remediation and ensures that remedial courses can be easily identified by students and researchers, we can use data strategically to answer questions about the relationship between admission, placement, remediation and retention.

Baseline Data

Graphs on the following page(s) provide baseline data to begin this study of remediation in the Montana University System. This information is part of a presentation scheduled for the Academic and Student Affairs meeting on September 27, 2006.

Remedial Enrollment

Remedial Profile – Fall 2005

Of the 38,725 students enrolled in the MUS in Fall 2005:

- ❖ 12% (4,590) enrolled in at least one remedial math or English course
 - 2% English
 - 8% Math
 - 2% Both English & Math

- ❖ Of the 4,590 students enrolled in remediation:
 - 25% were 2004-05 MT High School Graduates
 - 77% were between the ages of 18 and 24

source: MUS Data Warehouse

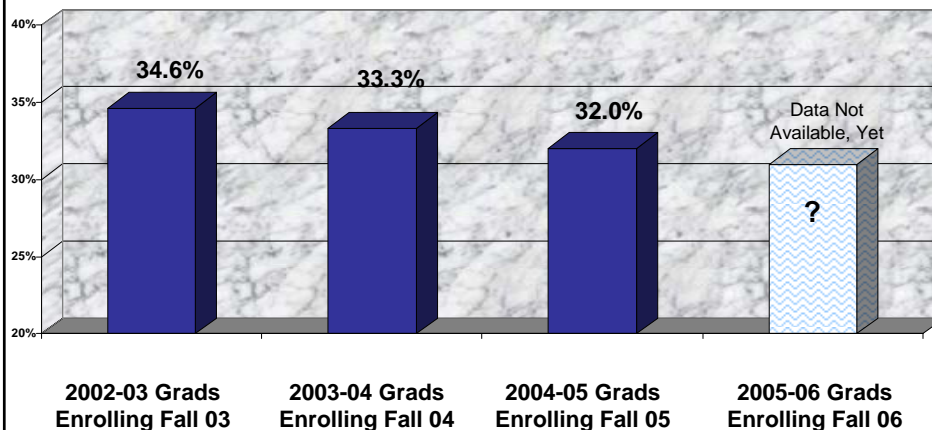
5

Remediation Rate

Percent of recent Montana high school graduates enrolling in remedial math or English in the fall semester immediately following graduation.

Remediation Rate of Recent MT High School Graduates

(in 1st semester of college immediately following graduation)



source: MUS Data Warehouse

6

Remediation Rate

Percent of recent Montana high school graduates enrolling in remedial math or English in the fall semester immediately following graduation.

MUS High School Capture Rate & Remediation

	2002-03 Grads Enrolling Fall 03	2003-04 Grads Enrolling Fall 04	2004-05 Grads Enrolling Fall 05
# Graduating from High School <small>(public & private high schools)</small>	10,978	10,864	10,713
# Enrolling in MUS <small>(doesn't include CC's)</small>	3,416	3,357	3,518
Capture Rate	31.1%	30.9%	32.8%
# Enrolling in at least one remedial course	1,183	1,117	1,126
Remediation Rate	34.6%	33.3%	32.0%

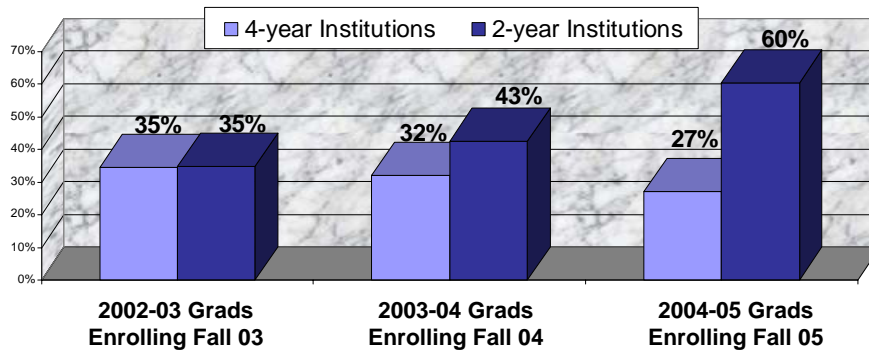
source: MUS Data Warehouse

7

Remediation Rate

Percent of recent Montana high school graduates enrolling in remedial math or English in the fall semester immediately following graduation.

MUS Remediation Rates by Institutional Type



National Remediation Rates: 42% of freshmen entering public 2-year institutions enrolled in at least one remedial course, compared to 20% of freshmen entering public 4-year institutions. source: NCES 2003

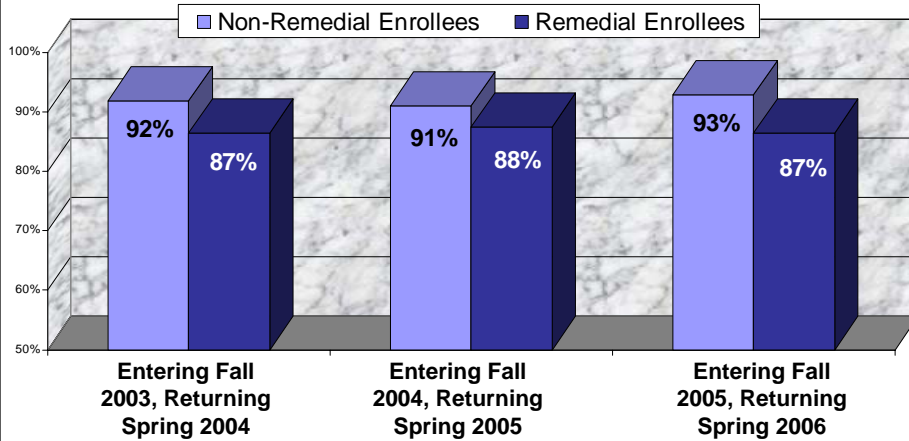
source: MUS Data Warehouse

8

Remediation & Retention

Percent of recent MT high school graduates enrolling in the MUS in the fall semester following graduation returning in the subsequent spring semester

Fall to Spring Persistence Rates



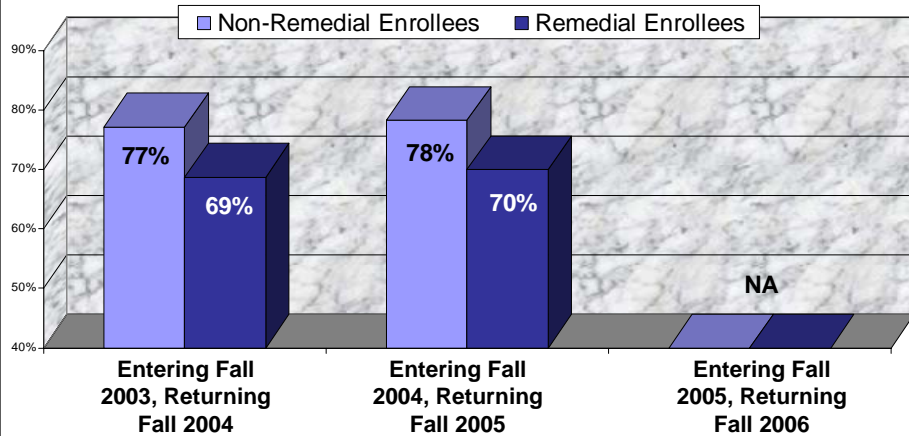
source: MUS Data Warehouse

9

Remediation & Retention

Percent of recent MT high school graduates enrolling in the MUS in the fall semester following graduation returning in the subsequent fall semester

Fall to Fall Persistence Rates



source: MUS Data Warehouse

10

CONCEPT REVIEW

Submitted by The University of Montana-Missoula

- Concept:** Establishment of an academic partnership between The University of Montana-Missoula and Xiamen Institute of Technology in China that hopefully will result in joint degree programs at a branch campus of The University of Montana-Missoula.
- Explanation:** In terms of demand for higher education, particularly a U.S. style undergraduate degree, China represents the world's largest underserved market. With this in mind, and with an eye for creating a robust international student and faculty exchange program as well, The University of Montana has been exploring the concept of opening a branch campus in China. Working with a group of Chinese and American venture capital entrepreneurs, consultants, and officials from the Chinese Ministry of Education, discussions have progressed from the proof-of-concept stage to the point where formal planning is warranted.
- Discussion Needed:** The University of Montana-Missoula needs some discussion and direction from the Montana Board of Regents about this project, as the institution prepares to undertake a substantive and comprehensive planning process with the Chinese Ministry of Education.

National Test Data Summaries

ACT Summary: August 2006

In 2006, 6,033 students took the ACT, representing 56.7% of Montana's graduates. The composite score (English, mathematics, reading, and science) was 21.9 overall (compared to a national average of 21.1). Students who took core courses (4 yrs English, 3 yrs math, 3 years social studies, 3 years science) averaged 23.1; and those with less than core averaged 20.8.

The average for English was 21.0; for math 21.7; for reading 22.5; and for science, 21.8. The Optional Writing Test was taken by 2,119 students, whose average score was 7.6 on the Essay and 22.2 for the English/Writing Combined Score. Results and predictive analyses indicate that 74% of the students are ready for college composition; 49% are ready for college algebra; 33% are ready for college biology; and 61% are ready for college social studies. From another perspective—considering scores used for admissions:

- 31% of the test takers earned composite scores below the MSU-N and UM-W standard of 20;
- 49% earned composite scores below the MSU, MSU-B, UM, and MT Tech standard of 22;
- 14% earned mathematics scores below the 2006 Math Proficiency Standard;
- 4.7% of the 2005 test takers (this 2006 data is not yet available) earned Combined English/Writing scores below the 2007 Writing Proficiency Standard of 16; and
- 2.7% of the 2005 test takers (this 2006 data is not yet available) earned Writing Subscores below the 2007 Writing Proficiency Standard of 5.

Montana's 269 American Indian students who took the ACT earned an average composite score of 17.5; though the 34% who took core courses earned an average of 18.6 (17.7 without core). In 2005, 43% of the American Indian students took core or more. (Among Caucasian students, 50% took core or more in 2006; 53% in 2005.) Their averages were 15.9 in English; 17.4 in math; 17.9 in reading; and 18.1 in science. All these scores are about one point higher than in 2005.

ACT also offers assessments as early indicators of colleges readiness: EXPLORE for grades 8 and 9 and PLAN for grade 10. Of the 2,684 students who took PLAN, 82% are likely to be ready for College English; 46% ready for College Algebra; 66% ready for college social sciences; 36% ready for college biology; and 28% met all four benchmark scores.

College Board Summary: August 2006

SAT

In Montana, 3,024 college-bound seniors took the SAT Reasoning Test, representing 28% of Montana's seniors. That is a 3% decrease in SAT test-takers from 2005.

The SAT changed in March of 2005 with the addition of skills from the second year of algebra and the elimination of the quantitative comparisons on the math section, the elimination of

analogies and adding short reading passages to the verbal section (now called Critical Reading), and the addition of a writing section requiring students to answer multiple choice questions and write an essay. Montana's mean score on the Verbal portion of the SAT was 540 in 2005. In 2006, the mean score for Critical Reading was 538 and for Writing, 524. Montana's mean score on the Mathematics portion was 545, up five points from 2005. Nationally, the Critical Reading mean was 503; Writing was 497; and Mathematics was 518. In 2005 the national means were 508 Verbal and 520 Mathematics.

Students who have taken core or more averaged 551 in Critical Reading, 534 in Writing, and 560 in Mathematics. Students with less than core preparation scored 508 in Critical Reading, 498 in Writing, and 516 in Mathematics.

The mean Critical Reading score for American Indians ($n = 33$) was 495; Writing was 459; and Mathematics, 505, up 3 points from 2005. Since 2003, American Indian scores have improved by 19 points in Mathematics.

Considering scores used for admissions:

- 25% of the test takers earned composite scores below the MSU-N and UM-W standard of 1440;
- 40% earned composite scores below the MSU, MSU-B, UM, and MT Tech standard of 1540;
- 9% earned mathematics scores below the 2006 Math Proficiency Standard of 420;
- 6% earned Combined Writing scores below the 2007 Writing Proficiency Standard (390); and
- 3.5% earned Essay Subscores below the 2007 Writing Proficiency Standard (5).

SAT II

Montana students took 574 SAT II Subject Area tests, often required by highly-selective universities. Subjects taken most were Math, Literature, and U.S. History.

PSAT/NMSQT

Many Montana students take the PSAT—5,125 juniors and a 838 sophomores—in part because National Merit Scholarships are awarded based on these test scores. The mean Math score for juniors was 50.9, compared to a 49.2 national mean; 48.6 in Critical Reading, compared a 47.5 national mean; and 49.6 in writing, compared to a 49.3 national mean. Sophomore means were 50.8 in math; 49.7 in reading; and 50.8 in writing.

AP (Advanced Placement)

2,204 Montana students took 3,288 AP tests, of which 2,244 had scores of 3 or above, meaning scores may be used to waive or earn credit for college courses. The number of test-takers was up (0.7%), and the number of scores of 3 or above increased 6.1% since 2005. 30 American Indian students took AP tests (an increase of 43% from 2005) and 14 of those students earned scores of 3 or above. 834 English Literature and Composition tests (70% with scores of 3 or above); 415 US History tests (71% with scores of 3 or above); 423 English Language and Composition tests (66% with scores of 3 or above) and 356 Calculus AB tests (62% with scores of 3 or above) made up 62% of the tests taken.

MUS ON-LINE GENERAL EDUCATION CORE PLAN

GOAL (by June, 2007): The MUS General Education Core on-line offerings of all campuses of the MUS will be available through a single gateway website. The website will provide easily accessible information for the potential on-line learner to:

- View, at one site, all general education core courses available at any MUS campus;
- Understand the cost (to the student) of enrolling in any particular course;
- View information on how to apply to and enroll in a particular course;
- Select an MUS “Home” campus;
- Get an assignment of an academic advisor by the MUS Home campus (for a new student who currently does not have an advisor);
- Receive a suggested academic program matriculation guide to enable selection of a meaningful course or courses to compliment a chosen path towards a certificate or degree;
- Understand the responsibilities of both the student’s MUS “Home” institution and of the student.

MILESTONES

In September 2006 a full menu of all on-line MUS Gen Ed Core offerings from the campuses and community colleges will be assembled, by Core area, and shared with all campuses so that campuses may choose to respond to gaps in program offerings by developing additional new or collaborative courses for the Core.

By November 2006 the MUS will prepare and present a proposal for a new approach to assessing tuition and fees for fully on-line students of the MUS campuses. The fully on-line student tuition will be unique to each campus, just as on-site tuition is currently. Non-resident tuition rates will represent a percentage of the campus resident rates (e.g. 200% of resident tuition) that will allow for direct delivery cost recovery, while still being competitive in the national on-line marketplace. Fees for the fully on-line student will be bundled in a manner that allows each campus to recover its share of the cost for infrastructure licensing and delivery support, academic support, and bond debt service, but in a greatly simplified manner for students. The use of this type of a tuition and fee matrix will eliminate a complex and confusing set of site-specific matrices for some of the campuses and allow for a more uniform presentation of tuition and fee matrices to the Regents and to the public.

By March 2007 the MUS will have identified a site to host and maintain the new MUS web gateway, including identifying the on-going sources of funding. In addition, the MUS will have developed the home web page and the associated underlying linked

pages for the gateway. A recommendation will be made regarding the application of a common pricing scheme versus a campus-based pricing scheme for the Core offerings. Minimum and maximum enrollments per on-line course guidelines will be developed and we will have clearly identified the menu of fully on-line student services that are available at each home campus.

After June 2007.

After successful implementation of the “on-line general education core,” the MUS on-line implementation group will address other, more complicated issues, that will not be solvable by June 2007 but that could lead to more cost-effective delivery and a better learning experience for the student. Several issues that have already been identified are:

- Using a single application allowing student ease-of-access to the on-line academic MUS Core courses of all campuses;
- Creating a single tuition and fee statement from the “Home” campus for all on-site and on-line courses being taken from all campuses, so that the student can more easily attain the tuition & fee “flat spot” and also qualify for available financial aid;
- Developing a business model that rewards institutional successes, that is financially sustainable, and that allows the revenues to easily follow the associated costs;
- Providing better and more consistent support for faculty for on-line education course development and delivery;
- Improving multi-campus collaboration in cost-effective course and program development and delivery;
- Evaluating use of a common course management system platform for all campuses, versus the five separate platform licenses now being used by the MUS campuses.

THE UNIVERSITY OF MONTANA WESTERN

STRATEGIC PLAN FOR ACTION

A Pathway to Academic Excellence and National Prominence

2006-2012

INTRODUCTION

Our collective goal at Montana Western is to provide students with the finest undergraduate experience possible. Our mission is teaching, learning and discovery. Specifically, the following strategic plan will further improve our academic program under the successful block plan we uniquely call Experience One.

This action plan provides a roadmap, a blueprint, to greater excellence through 2012. It becomes our guide for action and decision-making, organizes how we envision a growing public university can best fulfill its mission and strengthens our intellectual engagement with the community and indeed the world.

During development of this plan, we have focused our campus and community conversations on the things that unite and challenge us as a public university. We asked tough questions of ourselves. Together, we have determined how we can improve and better support teaching, learning and the pursuit of discovery on our campus, more effectively tell our story, and increase enrollment. There is continued emphasis on accountability and innovation while stretching ourselves and meeting challenges we deem important for our success.

We place a high priority on collegiality, mutual respect and a unified vision for Montana Western's academic excellence. Ultimately, we want to be more accessible and affordable to good-fit, dedicated students who wish to learn and succeed in a unique, challenging and rewarding university environment and, upon completion, to live the life of the educated mind and productive, contributing citizen.

Our action plan is divided into **five connected strategic goals**:

- 1. Improve undergraduate education.**
- 2. Increase enrollment through enhanced affordability, access, success and retention and increase graduation rates.**
- 3. Employ, retain and support an excellent faculty and staff.**
- 4. Enhance successful development, maintenance and improvement of the campus in support of long-range development plans.**
- 5. Strategically position the university for maximum efficiency and long-range success.**

Each goal contains two or more specific objectives we plan to achieve. Under each objective are example action steps. The plan is intended to be pliant and allow us to adapt to the ever-changing world of American higher education and the needs and academic wishes of our students and the state of Montana.

We take great care in assessment of our actions and in measuring our successes. The Strategic Plan Steering Committee has formulated, and will continue to refine, various time frames for action and strategies and tools for assessment of outcomes.

Montana Western has a culture of risk-taking and commitment. We expect no less than the best from our faculty, staff and students and have been described as the little university with a big heart.

The University has never been financially stronger or academically better. Through the excellent work of our predecessors and current faculty and staff, we are positioned to achieve our goals and be the best at what we do – educate students.

Charles F. Kettering once said, “ My interest is in the future because I am going to spend the rest of my life there.” We are dedicated innovators with a bright future.

Richard Storey
Chancellor
July 31, 2006

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MEMORANDUM

DATE: September 27 - 29, 2006

TO: Montana Board of Regents

FROM: Roger Barber, Deputy Commissioner for Academic & Student Affairs

SUBJECT: Level I Approvals and Announcements

This memorandum is intended to inform you of the Level I changes in academic programs that have been approved in the Office of the Commissioner of Higher Education since the May 2006 meeting of the Board of Regents. It also includes final degree termination announcements.

Montana State University-Bozeman:

- Montana State University-Bozeman filed a Notice of Intent to terminate its Bachelor of Arts degree in Hotel and Restaurant Administration. ITEM 132-2007+R0906
- Montana State University-Bozeman filed a Notice of Intent to terminate its Minor in Health Science. ITEM 132-2008+R0906
- Montana State University-Bozeman filed a Notice of Intent to terminate its Minor in Dance. ITEM 132-2009+R0906

Montana State University-Billings:

- Montana State University-Billings asked for authority to add a Teaching Option to its Bachelor of Arts degree in Sociology. ITEM 132-2705+R0706
- Montana State University-Billings asked permission to change the name of its Minor in Health Education (5-12) to *Health Education*. ITEM 132-2702+R0906
- Montana State University-Billings College of Technology filed a Notice of Intent to terminate its Certificate program in Automobile Collision Repair and Refinishing Technology at the May 2006 meeting of the Board of Regents. All of the steps for terminating a degree program have been completed, including the 60-day notice period. The Certificate is, therefore, eliminated from Montana State University-Billings College of Technology's degree and program inventory. ITEM 131-2703+R0506
- Montana State University-Billings College of Technology filed a Notice of Intent to terminate its Certificate program in Computer Assistant at the May 2006 meeting of the Board of Regents. All of the steps for terminating a degree program have been completed, including the 60-day notice period. The Certificate is, therefore, eliminated from Montana State University-Billings College of Technology's degree and program inventory. ITEM 131-2704+R0506

- Montana State University-Billings College of Technology filed a Notice of Intent to terminate its Certificate program in Human Resource Management “Essentials” at the May 2006 meeting of the Board of Regents. All of the steps for terminating a degree program have been completed, including the 60-day notice period. The Certificate is, therefore, eliminated from Montana State University-Billings College of Technology’s degree and program inventory. ITEM 131-2705+R0506

Montana State University-Great Falls College of Technology:

- Montana State University-Great Falls College of Technology filed a Notice of Intent to terminate its Associate of Applied Science degree in Bioscience Technology, along with its options in Research Lab Technician, Animal Lab Technician and Instrumentation Technician. ITEM 132-2852+R0906

Montana Tech of The University of Montana:

- Montana Tech of The University of Montana College of Technology has revised its coursework in the Licensed Practical Nursing Certificate program and the Associate of Science Nursing program to comply with the approved curriculum in those two programs. ITEM 132-1501+R0906
- Montana Tech of The University of Montana College of Technology requested permission to change the name of the Administrative Assistant Option, in its Associate of Applied Science degree in Office Technology, to *Administrative Computer Specialist*. The next item also changes the name of the Associate of Applied Science degree. ITEM 132-1502+R0906
- Montana Tech of The University of Montana College of Technology requested permission to change the name of the Associate of Applied Science degree in Office Technology to *Business Technology*. ITEM 132-1504+R0906
- Montana Tech of The University of Montana filed a Notice of Intent to terminate its Certificate program in Behavioral Health Nurse Assistant at the May 2006 meeting of the Board of Regents. All of the steps for terminating a degree program have been completed, including the 60-day notice period. The Certificate program is, therefore, eliminated from Montana Tech of The University of Montana’s degree and program inventory. ITEM 131-1501+R0506



MONTANA UNIVERSITY SYSTEM
Office of the Commissioner of Higher Education

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(406) 444-6570 ♦ FAX (406) 444-1469

WORKFORCE DEVELOPMENT COMMITTEE MEETING
SUB Kelley Steward Room
Wednesday, September 27, 2006
4:00 – 5:30 p.m.

4:00 P.M. ROLL CALL AND APPROVAL OF THE MINUTES [Link](#)

4:10 p.m.

INFORMATION

- a. State Workforce Investment Board Healthcare Workforce Committee - Cindy Stergar and Emily Lipp-Sirota
- b. Montana Rural Physician Incentive Program Report [Link](#)
- c. Briefing paper: Bitterroot Valley Community College Proposal – Arlene Parisot [Link](#)

ACTION

- d. UM Branch Campus in Bitterroot Valley [ITEM 132-1004-R0906](#)

5:20 P.M. PUBLIC COMMENT

DRAFT Minutes
WORKFORCE DEVELOPMENT COMMITTEE MEETING
of the Montana Board of Regents
Wednesday, May 31, 2006

Regent Foster called the meeting to order at 4:47 pm.

a. ROLL CALL

Regents Foster, Hamilton and Taylor were present.

b. APPROVAL OF THE MINUTES

Regent Hamilton moved to adopt the minutes from the March, 2006 meeting. Motion carried.

c. Update on the Healthcare Advisory Group and data team

1. Dick Brown, Montana Hospital Association, updated the committee on the progress of the Healthcare Advisory Group and requested the Board's continued support of the advisory group and for the ad hoc data group also created.
2. The committee needs: a common definition of missions and a common standard throughout the state. The group will address how to get a high enough quality and quantity of Montana's needed healthcare workforce and investigate Montana's capacity to meet the workforce needs.

e. Discussion of integrated student/workforce data project

1. The following data needs to be researched: number of graduates, curriculums, number of population working currently, geographic distribution, institutional capacity, vacancies and openings, and projected workforce needs and demands.

f. Update on activities of the State Workforce Investment Board, including initiatives for healthcare workers and apprenticeship programs. –Dr. Arlene Parisot, Director of Workforce Development and Two-Year Education, OCHE, and Emily Lipp-Sirota, Governor's Economic Opportunity Office

1. Three subcommittees have been appointed to work on the following issues identified to assist the state in developing a career cluster model of instruction that links secondary and postsecondary curriculum:

- ✓ State Level Leadership
- ✓ Career Pathways and Framework
- ✓ Professional Development

Dr. Parisot told the group OPI also has a cluster segment included in their high school reform effort.

2. The Apprenticeship Advisory Committee under the State Workforce Investment Board has been formed, with members representing business, education and labor. Because of the success of the work MSU-Northern has done with apprenticeship programs and working with Montana Department of Labor and Industry, the committee has drafted a Memorandum of Agreement that would outline a process based on the MSU Northern model for developing apprenticeable programs that collaborate with education. This will ensure state-wide consistency in terms of curriculum, program approval and credit

equivalency. The MOU will be brought to the Board of Regents for review and approval.

3. Dr. Parisot said the Governor's Office and Department of Labor and Industry requested the SWIB Economic Development Business Retention Committee evaluate the healthcare staffing shortages and then recommended SWIB develop a Healthcare Workforce Committee, which will look at the issues in preparation for the legislative session and will bring forth recommendations to the governor and the Board of Regents.

g. Update on WIRED grant – Arlene Parisot and Emily Lipp-Sirota

1. Recently held the official kick-off in Billings.
2. Dr. Parisot addressed the funds from the WIRED grant that will be managed in OCHE. She said they already have a career pathways model that shows how it can work, including developing cluster hubs.

Dr. Parisot made the following points regarding the WIRED grant:

1. Need for standardized technical curriculum
2. Use of distance education as a delivery mechanism
3. Development of a pipeline of workers
4. Development of Entrepreneurship education

The WIRED funds will be distributed through a competitive RFP process. If anyone wants more information on the process, they can go to state website for an explanation. The WIRED grant will work with the Montana Department of Agriculture, Montana Department of Labor, Montana Department of Commerce, the Governor's Office, the project director, and OCHE.

h. Strategic plan – discussion of goals related to Workforce Committee – Dave Gibson

Four key areas the Workforce Committee would like Board of Regents' action on:

1. To increase employer satisfaction - everybody gathers the data
2. Increase degrees/certificates in high-demand areas
3. Increase job placement rates
4. Grow 2 year degrees and certificates

Mr. Gibson told the committee he would like to present two conceptual goals for the Two Year Council to reach in the next year:

1. Develop some goals around certificates and degrees in high-demand occupational fields.
2. Develop goals in how to measure the goals in healthcare.

Regent Lynn Hamilton moved to approve the 4 goals, as well as the conceptual goals. Motion passed 3-0.

i. Update on CBJT Mt BILT US-DOL Construction Trades Grant – Dean Cech

1. Partner institutions in this grant are MSU-Billings COT, UM-Missoula COT, MT Tech College of Technology, and MSU-Northern.
2. Since the grant was awarded, Miles Community College, UM Helena COT, MSU Great Falls COT, and Flathead Valley Community College have also joined.
3. They have created a state-wide advisory committee for this grant, which includes a project director and project manager, Cleo Sutton.
4. Mr. Cech stated the goals:
 - ✓ Develop statewide common core (NCCER)
 - ✓ Development of construction cluster” career and educational pathway portal,
 - ✓ Data collection, aggregation and dissemination
 - ✓ Develop sustainability plan
 - ✓ Develop strong partnerships regionally & statewide and
 - ✓ Improve math skills and basic competency of income construction students
 - ✓ Statewide recruitment of students in construction
 - ✓ Participate in community building activities
 - ✓ Seek opportunities to leverage funds with Montana WIRED grant & other grants
 - ✓ Expand outreach to K-12
 - ✓ Develop additional construction programs at each institution based on local area

j. Perkins Quarterly Update – Arlene Parisot

1. Dr. Parisot also notified the committee of the Karl Perkins extension plan.

k. PUBLIC COMMENT

No additional comments were offered.

The meeting adjourned at 6:10 p.m.

Submitted by Lynette Brown

MONTANA RURAL PHYSICIAN INCENTIVE PROGRAM



Program Summary

The Montana Rural Physician Incentive Program, authorized by the 1991 Montana Legislature and amended by the 1997 Montana Legislature, was established to encourage primary care physicians to practice in medically underserved areas of rural Montana.

Towards this end, the Rural Physician Incentive Trust Fund was established to facilitate payment of qualified educational debts of rural physicians who practice in areas of the state that are medically underserved and that demonstrate the need for assistance in physician recruitment. The trust is funded by fees assessed to all Montana allopathic and osteopathic medical students participating in the WICHE and WWAMI programs.

Collection of funds from WICHE and WWAMI medical students began in the Fall of 1992. Disbursement of funds for loan repayment began in 1993.

Characteristics of Qualifying Locations

It is the intent of the legislation on which this program is based to provide assistance for those communities of rural Montana which have difficulty in attracting and maintaining enough physicians to serve their population.

In general, such communities have populations of less than 8,000 and hospitals with less than 50 beds. Many of these areas have been designated by the United States government as health professional shortage areas (HPSA). Hospitals and other community organizations in these areas must demonstrate their inability to recruit and retain sufficient numbers of physicians.

Selection and Approval Process

Applications are made jointly by a physician and an organization or institution (i.e., a hospital or clinic) located in the rural community in which the physician wishes to practice. Applications are reviewed for program eligibility by an advisory committee appointed by the Commissioner of Higher Education and prioritized for participation based on community physician needs and availability of funds. Applications recommended for program participation are then submitted to the Board of Regents for final approval. Funding priority is given to Montana WICHE and WWAMI graduates who contributed to the fund.

Benefits and Obligations

Program benefits allow payment of up to \$45,000 in total toward the qualified educational loans of participating health professionals over a one- to five-year period of service in a location of physician need. Physicians remain eligible for assistance only for the first five years of practice within an eligible locale. Awards are not made retroactively. Service occurring more than 90 days prior to the date of application is subtracted from the five years of potential eligibility.

Graduated payments are disbursed directly to the physician's lending institutions in six-month increments over their designated service period. Completion of the full six-month period is required prior to eligibility for disbursement. The graduated payment schedule is as follows:

\$3,500—6 mos. of service	\$4,500—36 mos. of service
\$3,500—12 mos. of service	\$5,000—42 mos. of service
\$4,000—18 mos. of service	\$5,000—48 mos. of service
\$4,000—24 mos. of service	\$5,500—54 mos. of service
\$4,500—30 mos. of service	\$5,500—60 mos. of service

These benefits are in addition to any salary or other compensation received by the physician until the obligation is satisfied. If an individual is receiving funds from a federal loan repayment program, payments from the Montana Rural Physician Incentive Program will not begin until the federal funds have been exhausted. State and federal loan repayment benefits may not run concurrently.

Participation Status

Since the inception of the program in 1993, 92 applications have been submitted for consideration. Of these, 78 have been approved, 3 are currently pending review/approval, and 68 have actually received MRPIP loan repayment benefits. The following table summarizes the status of all program applications.

Status	No. of Physicians
Currently In MRPIP Loan Repayment	16
Completed MRPIP Loan Repayment	28
MRPIP Approved:	
Combination of Federal/MRPIP Debt Repayment	5
MRPIP Approved:	
Federal Debt Repayment Only	4
Pending Federal Loan Repayment Participation	0
Received Partial Loan Repayment/Withdrew	19
Withdrew	6
Pending Review/Approval	3
Denied	11
TOTAL	92

Locations of MRPIP Participating Physicians

CITY/TOWN	COUNTY	CITY/TOWN	COUNTY
Anaconda (4)	Deer Lodge County	Havre (2)	Hill County
Big Timber (1)	Sweet Grass County	Lewistown (2)	Fergus County
Chester (3)	Liberty County	Livingston (4)	Park County
Chinook (1)	Blaine County	Miles City (3)	Custer County
Columbus (1)	Stillwater County	Plains (4)	Sanders County
Conrad (1)	Pondera County	Plentywood (1)	Sheridan County
Culbertson (1)	Roosevelt County	Polson (4)	Lake County
Deer Lodge (3)	Powell County	Red Lodge (1)	Carbon County
Dillon (2)	Beaverhead County	Ronan/St. Ignatius (1)	Lake County
Ennis (2)	Madison County	Scobey (1)	Daniels County
Forsyth (2)	Rosebud County	Seeley Lake (1)	Lake County
Glasgow (1)	Valley County	Shelby (6)	Toole County
Glendive (2)	Dawson County	Sidney (5)	Richland County
Hamilton (4)	Ravalli County	Superior (2)	Mineral County
Hardin (1)	Big Horn County	Stevensville (2)	Ravalli County
Harlowton (1)	Wheatland County	Thompson Falls (1)	Sanders County

Financial Information

MONTANA RURAL PHYSICIAN INCENTIVE PROGRAM

Fund Balance FY 2004 Through FY 2007

	<u>FY 2004</u>	<u>FY 2005</u>	<u>FY 2006</u>	<u>Estimated FY 2007</u>
Beginning Fund Balance	\$554,531.91	\$542,496.46	\$539,440.81	\$579,818.31
Income:				
Student Fee Assessments/Investment Earnings	209,092.85	224,846.15	241,851.43	230,704.00
Liabilities:				
Loan Disbursements	<u>(221,128.30)</u>	<u>(227,901.80)</u>	<u>(201,473.93)</u>	<u>(153,000.00)</u>
Ending Fund Balance	<u>\$542,496.46</u>	<u>\$539,440.81</u>	<u>\$579,818.31</u>	<u>\$657,522.31</u>

MONTANA RURAL PHYSICIAN INCENTIVE PROGRAM

Contract Liability as of July 1, 2006

MRPIP ANNUAL CONTRACT LIABILITY:

FY 2007	\$	153,000.00
FY 2008		133,250.00
FY 2009		77,500.00
FY 2010		37,000.00
FY 2011		<u>16,500.00</u>
TOTAL LIABILITY THROUGH FY 2011	\$	<u>417,250.00</u>



Briefing Paper: Bitterroot Valley Community College Proposal

Submitted by: Arlene H. Parisot

September 2006, BOR Meeting

Introduction

A group of Bitterroot Valley residents has proposed the establishment of a community college district in Ravalli County. The Bitterroot Valley Community College Exploratory Committee met with Commissioner of Higher Education Sheila Stearns and representatives of The University of Montana in July 2006 regarding the proposal, the role of the Board of Regents, and the procedure for establishing a new community college district. The University of Montana at that time presented an alternative to the Exploratory Committee's proposal. This paper documents events to date regarding the Committee's proposal and addresses some legal, fiscal, academic programs, and access to education issues related to the proposal.

History

May 25, 2004: *Training Works* Consultant Report

At the request of the Bitterroot Valley Workforce System Community Management Team (CMT), a consultant was hired to make recommendations regarding the workforce needs of the community. The consultant recommended to:

- Consider development of a center similar to the North Idaho College Workforce Training Center in Post Falls, Idaho; and to
- Establish a Training and Education Committee to further review the information that has been collected and begin addressing setting up a system.

February, 2006: BVCC Exploratory Committee Established

Pursuant to the second recommendation of the *Training Works* report, a BVCC Exploratory Committee was established.

March, 2006: Community College Recommendation

Victoria Clark, Darby Adult Education Director, concluded in an analysis paper that there is a need for a higher education presence in the area based upon the following factors: a 173% population increase in Ravalli County; a shift in the economy from natural resource industries to a service sector; low higher education participation rates in comparison to other counties with a higher education presence; cost of commuting to Missoula; and additional fees for distance education courses.

July 27, 2006: BVCC Committee Meeting with Commissioner Stearns and Staff

Patty Furness, Bitterroot Job Service Workforce Center Manager, provided some history of the UM activities in Ravalli County during the past seven years. Initially, the UM-Missoula COT, offered 6 classes on site. These classes included a drama course, a computer course and general education courses. These classes could be applied to the general core requirement. Only the computer course was utilized by students. UM Missoula COT thereafter offered an online computer course through Hamilton High

School but there was limited interest. The perception is that these approaches were not consistent or reliable. Without a permanent facility, she believes students will find it hard to make a commitment. Offerings need to be more job specific and be coupled with the opportunity to attain a credential upon completion.

Also at this meeting, senior staff from the UM discussed a proposal to create a UM-COT branch campus in Hamilton. This proposal would entail asking the Legislature for \$18 million for a new UM-COT campus in Missoula with \$4 million earmarked for a building in Hamilton and 4 - 10 acres of land donated for the campus. The UM proposal projects the satellite campus would serve 175 FTE.

Next Steps for BVCC Committee

October, 2006: The BVCC Exploratory Committee intends to begin collecting signatures for a voter position to establish and new community college.

January, 2007: BVCC Exploratory Committee intends to present a voter petition for an election to the BOR for approval.

May, 2007: Community College District Approval and Organization Election.

Legal Issues

In order to establish a community college in Montana, three state requirements must be met:

- the proposed district must coincide with then pre-existing, contiguous elementary school district boundaries;
- the taxable value of the proposed district must be at least \$10 million; and
- 700 pupils must be regularly enrolled in public and private high schools located within proposed district.

Ravalli County meets these requirements. It has seven contiguous school districts, a tax valuation over \$62 million, and six public high schools with a combined enrollment of over 2100 students.

At least 20% of the eligible voters in an area proposed for a community college district may petition the board of regents for an election for the organization of a public community college district. Since there are 28,000 registered voters in Ravalli County, 5,600 certified signatures would be required on a petition requesting an election for the organization of a public community college.

Montana law provides that the regents shall order an organizing election if the regents determine the petition satisfies the petitioning and community college district organizational requirements (stated above). §20-15-203, MCA.

By statute, the Board of Regents supervises and coordinates community college districts. § 20-15-103, MCA. The academic programs and courses of instruction of

community college districts are subject to the approval of the Board of Regents. § 20-15-105, MCA. The Board of Regents also approves tuition, fees, and operating budgets set by a community college district's board of trustees. §20-15-105, MCA; §20-15-312, MCA.

Financial Issues

The BVCC Exploratory Committee estimates that a community college with 800 FTE students would require \$5.5 million of unrestricted funds. Assuming state appropriations and tuition & fees are comparable to the three existing community colleges, this will require approximately \$2.5 million in state funds, \$1.5 million in local property tax increases (2006 dollars), and \$1.5 million in tuition & fees. Independent calculations by the Commissioner's staff arrive at a similar conclusion. Based on the property tax base in Ravalli County, this will require a 24 mill levy increase, or 5-6% for most property owners in the county. The following table, prepared by the BVCC Exploratory Committee, summarizes the property tax impact estimates.

Community College District	Value of 1 Mill	Mand. CC Levy	Mand. CC Retirement Levy	Optional Adult Ed Levy	Voted Debt Service	Total CC Levy	Total Funds Generated
Dawson CC	\$12,848	57	16	4		77	\$987,369
Flathead Valley CC	\$161,121	8	3	1	2	14	\$2,255,694
Miles CC	\$14,167	55	23	1		79	\$1,123,160
<i>Bitterroot Valley CC w/800 FTE?</i>	<i>\$62,245</i>	<i>17</i>	<i>5</i>	<i>2</i>		<i>24</i>	<i>\$1,493,880</i>

These estimates do not include the costs of land acquisition or building construction. BVCC with 800 students would be about half the size of FVCC and FVCC's recent 50,000 SF building expansion required more than \$10 million. Based on the fact that FVCC currently needs (including new expansion) about 200,000 SF of space, a BVCC with 800 students would need about 80-100 thousand SF. Unless land and buildings are donated for the new campus, start-up costs could be \$20-30 million. This could require an additional 20-30 mill property tax in the first two decades of existence. Because BVCC would own this property, no state funds will be available to offset building or land costs.

The financial costs to the residents of the proposed community college district and the state of Montana need to be analyzed further, particularly in the area of start-up costs. The BVCC Exploratory Committee estimates the college would bring an additional \$2.25 million per year to the community, but the impact on local taxpayers will also be quite large. An expanded presence of UM in the area would also bring additional state resources to the area, but without the additional property tax increase on local residents. Further analysis will be required once all options are developed, but it is not clear whether a community college would provide the best net return for the citizens of the Bitterroot Valley with respect to economic impact.

Academic Programs and Access to Education

It is the intent of the exploratory committee that BVCC will be a comprehensive community college providing transfer programs and courses, occupational education, developmental education, Adult Basic Education, GED, college preparation, and continuing education.

The Board of Regents must approve the programs and courses of instruction at a community college. This authority, combined with the Regents' authority to approve operating budgets and coordinate higher education services in the state, requires that the regents and the concerned residents work closely to determine the needs of the area and the most effective and efficient means of supplying those needs.

It is also worth noting that Ravalli County students are currently entering the MUS at a rate slightly above the state average. In the academic year 2004-5, 33.6% of Ravalli high school graduates entered the MUS compared to a state average 32.6%. Compared to participation rates in Cascade (34.4%) and Lewis & Clark (38.7%) Counties, which both have well established 2-year colleges, Ravalli County has only a slightly lower participation rate. With 428 Ravalli County high school graduates in 2004-5, an additional 20 students entering the MUS would give that county a participation rate equal to the higher rate in Lewis & Clark County. While it is almost certainly true that a community college in Ravalli County would increase participation rates of students in postsecondary education, data also suggests that Ravalli residents are not necessarily at a disadvantage in accessing higher education as compared to other communities in the state.

Alternative Option

The University of Montana-Missoula proposes using the MSU Great Falls College of Technology model to build a satellite College of Technology in Hamilton. The catalyst for this is a survey completed by the University's Bureau of Business and Economic Research. Land for such a facility has not been identified, but UM and the BVCC Exploratory Committee have met since the July meeting in Missoula to discuss this option. The parameters of this project have been outlined by UM-Missoula as follows;

Project Scope:

Construct a branch campus of The University of Montana's College of Technology in Hamilton, MT sized to accommodate 175 FTE students (about 15,000 SF) starting in 2009. The facility would cost \$4.0 - 4.5 million and could be included in the 2007 LRBP request of \$18.2M, which also requests a new building for the UM-COT. This plan would require 4 - 10 acres depending on expansion plans and construction would begin in 2008.

Academic Programs:

Planned academic programs would include: Arts & Sciences/General Study, English, Math, Applied Sciences (including lab tech programs, Nursing, Carpentry, Business/Management, and Computer & IS programs.

Financial Issues:

Assuming a state appropriation of \$1,888 per FTE and \$5.75 per SF for O&M, state appropriations would be \$322, 000 per year. With current expected tuition and fee revenues, the Hamilton branch campus will operate at a deficit of \$64,000 per year, which would bring needed state appropriations to \$386,000 per year. The state contribution would be reassessed if FTEs increase over time.

Management Structure:

A local executive board would be appointed from Ravalli County. The branch campus would have one campus manager & two staff. Academic and Administrative management would be based at the UM-COT.

Conclusion

Montana law allows for the registered voters of an area to petition for an election for establishment of a community college district and the Board of Regents may be expected to review and order such election pursuant to the governing law.

The regents clearly have a responsibility to coordinate public higher education in the state, including the approval of tuition, fees, budgets, programs, and courses of instruction on all public higher education campuses (including the campuses of the community college districts). For this reason, the matter should not be determined entirely by a vote of the community, but should be analyzed and considered in conjunction with those areas over which the regents have coordination and approval responsibilities. These include the academic, financial, and administrative aspects of any new higher education campus. Planning and close coordination with the BVCC Exploratory Committee should continue.

September 27-29, 2006

ITEM: 132-1004-R0906 Authorization to Plan for a University of Montana-Missoula COT Branch Campus in the Bitterroot Valley; The University of Montana-Missoula.

THAT: The Board of Regents of the Montana University System authorizes The University of Montana-Missoula, in collaboration with the Bitterroot Community, to proceed with the planning of a University of Montana-Missoula COT Branch Campus in the Bitterroot Valley.

EXPLANATION: The 59th Montana Legislature provided The University of Montana-Missoula the authority to plan and construct a consolidated College of Technology in Missoula. During this planning process, based on the results of a market survey and interest expressed by Bitterroot citizens to establish a community college, it has become apparent that there is also a need and an opportunity to establish a post-secondary institution in the Bitterroot Valley.

The Bitterroot Valley population has increased 173% since the 1970's and is expected to continue to grow into the future. The Bitterroot Valley Community College Exploratory Committee has conducted considerable research to determine the feasibility of offering post-secondary education in their community as a means to improve access for the local population and to enhance economic development in the valley. The University of Montana-Missoula COT, through the establishment of a branch campus, believes it can provide an array of academic offerings at a significantly lower cost than a stand alone community college.

In May 2006, The Board of Regents of the Montana University System approved a project priority list- Long Range Building Program. The construction of a consolidated Missoula College of Technology Campus at \$18.2 million was ranked as the 4th highest priority. It is proposed that a portion of this funding, approximately \$4 million, be reallocated to construct a branch College of Technology campus in the Bitterroot Valley.

**STAFF AND COMPENSATION
SUB Copper Lounge**

Wednesday, September 27, 2006

4:00 – 5:30 p.m.

4:00 p.m. ROLL CALL and APPROVAL OF THE MINUTES [Link](#)

ACTION

- 4:05 p.m.
- a. Executive officer salary determination; Revise Policy 802.8 [ITEM 132-106-R0906](#)
 - b. Executive residence guidelines; Revise Policy 805 [ITEM 132-103-R0906](#)
 - c. Multiyear head coach contracts [ITEM 132-108-R0906](#)

INFORMATION

- 5:00 p.m.
- a. Administrators' service on outside governing boards [LINK](#)
 - b. Optional Retirement Program
 - c. Executive officer titles at Helena and Great Falls COTs
 - d. Approval of individual contracts for faculty

CONSENT

- 5:20 p.m. Staff Items
- a. Office Commissioner of Higher Education [ITEM 132-100-R0906](#)
 - b. The University of Montana-Missoula [ITEM 132-1000-R0906](#)
 - c. Montana Tech of the University of Montana [ITEM 132-1500-R0906](#)
 - d. The University of Montana-Western [ITEM 132-1600-R0906](#)

- e. The University of Montana-Helena College of Technology
[ITEM 132-1900-R0906](#)
- f. MSU-Bozeman [ITEM 132-2000-R0906](#)
- g. Authorization to Confer the Title of Professor Emeritus of Electrical and Computer Engineering upon Fred Cady; Montana State University-Bozeman [ITEM 132-2001-R0906](#)
- h. Authorization to Confer the Title of Professor Emeritus of Mathematics upon Richard Gillette; Montana State University-Bozeman [ITEM 132-2002-0906](#)
- i. Ag Experiment Station [ITEM 132-2300-R0906](#)
- j. Cooperative Extension Service [ITEM 132-2400-R0906](#)
- k. MSU-Billings [ITEM 132-2700-R0906](#)
- l. MSU-Northern [ITEM 132-2800-R0906](#)
- m. MSU-Great Falls [ITEM 132-2850-R0906](#)

Labor Agreements / Other

- a. Approval of tentative agreement between Teamsters Local 2 and the University of Montana [ITEM 132-107-R0906](#)
- b. Authorize faculty participation in companies under Policy 407; Montana State University-Bozeman. [ITEM 132-2004-R0906](#)

5:25 p.m. PUBLIC COMMENT

5:30 p.m. ADJOURN

STAFF AND COMPENSATION COMMITTEE MEETING MINUTES

- a. Approval of minutes of the March 2, 2006 committee meeting

Committee Minutes were approved as amended.

- b. ITEM 131-116-R0506 – Revisions to BOR Policies 711.1 & 711.2 (*Employment contracts and pay guidelines for non-faculty administrators and professionals*) The BOR through this proposed policy delegates to the Commissioner of Higher Education the authority to approve employment contracts and pay adjustments in accordance with approved pay guidelines.

Mr. Kevin McRae reviewed the changes to these policies. **Regent Barrett** believes this is the right thing to do, because no normal group has direct line responsibility for over 2000 individuals. **Regent Semmens** noted they had worked for months and the changes are good from both the management and governance standpoints. He asked if the Board also wanted to delegate in the same manner individual faculty contracts. It was noted that the Board now approves bargaining contracts which cover the vast majority of faculty.

- c. Discussion of contract approval procedures for head coaches.

Mr. Kevin McRae explained the rationale for maintaining the status quo on coaches' contracts. Needs are not universal for all campuses, however some campuses have indicated they face increasing market factors unique to coaches. Although not favored, multi-year contracts seem to be needed now, and the attached survey shows they are overwhelmingly used for coaches and sometimes for presidents.

- d. Discussion of CUPA salary survey (*College and University Professionals Association for Human Resources*)

See attached CUPA survey comparison.

- e. ITEM 131-111-R0506 – Revision to BOR Policy 804.1 (*Authorization of administrative positions for the self-insured group insurance plan*) The proposed revision would increase by .5 (one-half) the number of full-time equivalent positions authorized to the Commissioner of Higher Education for administration of the self-insured group insurance plan. The current authorization is 3.5 full-time employees (the proposal authorizes up to 4.0 positions).

Mr. Kevin McRae explained the need for additional help in this area since the group has chosen not to drop retirees from the plan.

The Committee recommends approval of Item e.

- f. Discussion of titles for the chief executive officers of the two "stand-alone" Colleges of Technology in Great Falls and Helena. A change from the current title of Dean to the title of Chancellor is under consideration.

This item will be discussed by the full board tomorrow and more fully at the July meeting. **Commissioner Stearns** requested the campus CEOs to present their ideas to her in writing.

The Staff and Compensation Committee adjourned at 6:25 p.m.

ITEM 132-106-R0906

Proposed Replacement Of BOR Policy 802.8; Salaries Of The Commissioner Of Higher Education And Campus Chief Executive Officers

THAT:

The Board of Regents adopt the attached Policy 802.8 to replace the version of 802.8 the Board approved in November 2005.

EXPLANATION:

The Board approved Policy 802.8 in November 2005 as a tool to determine salary levels for the Commissioner, Presidents, Chancellors, and certain Deans of Colleges of Technology. The policy as adopted in November 2005 (to take effect 10-1-06) set the UM and MSU President salaries at an amount equal to 90% of the prior year's average presidential salary at nine universities in Montana and the four surrounding states. The policy set the Commissioner's salary at 105% of the Presidents' salaries. The policy establishes a range for Chancellor salaries between 75% and 90% of the President salaries, and a range for certain COT Dean salaries at 60% to 75% of the President salaries.

Under the proposed replacement version of Policy 802.8 the Commissioner may recommend salary levels for Presidents corresponding to a percentage range of an average or median salary from a peer group of public universities of similar student size and academic scope. The Commissioner's salary would be set between 101% and 105% of the Presidents' salaries. The Board has final approval authority over all salary levels. The proposed policy encourages the use of CUPA (College and University Professional Association for Human Resources) surveys and a similar approach for multiple employee groups. The impact of the proposed policy change would be (a) lower salary ranges for Chancellors and certain Deans than the ranges prescribed under the current policy 802.8; (b) improved statistical validity in salary surveys; (c) improved internal equity by using similar market analyses across multiple employee groups; and (d) retention of flexibility to pay for relative responsibilities, market factors, performance, and service in the MUS.

ATTACHMENTS:

Current Policy 802.8 and proposed replacement Policy 802.8 (replacement language shown in bold underline).

CURRENT Policy:

**Board of Regents Policy 802.8
Salaries of the Commissioner of Higher Education and Campus Chief Executive Officers**

Board Policy:

1. Prior to November 1, 2005, the Commissioner of Higher Education shall conduct a salary survey of the presidents of following institutions of higher education: the University of Idaho, Idaho State University, the University of Wyoming, the University of North Dakota, North Dakota State University, the University of South Dakota and South Dakota State University. The Commissioner shall include the salaries of the presidents of The University of Montana (UM) and Montana State University (MSU) in determining the average regional presidential salary.
2. Effective October 1, 2006, the salaries of the Commissioner of Higher Education, the UM and MSU Presidents, the Chancellors, and the Deans of the Great Falls and Helena Colleges of Technology will be established as follows: The salaries of the Presidents of UM and MSU will be 90% of the average regional presidential salary determined by means of the survey. The salary of the Commissioner of Higher Education will be 105% of the salaries of the UM and MSU Presidents. The respective salaries of the Chancellors and the Deans of the Great Falls and Helena Colleges of Technology will be established on an individual basis at the discretion of the President of the affiliated university, in view of the President's assessment of relative responsibilities, performance, market factors, and service with the University System, subject to Board of Regents approval. The salaries of the Chancellors will be established within a range of 75% to 90% of the salaries of the UM and MSU Presidents. The salaries of the Deans of the Great Falls and Helena Colleges of Technology will be established within a range of 60% to 75% of the salaries of the UM and MSU Presidents.
3. Thereafter, prior to September 30 of each year, the Commissioner of Higher Education shall conduct a similar survey by which to set the salaries of the Commissioner of Higher Education and the Presidents of UM and MSU, effective October 1 of the year following the year in which the survey is conducted. Prior to each October 1, the Presidents shall establish the salaries of the Chancellors and the Deans of the Great Falls and Helena Colleges of Technology within the ranges provided for in paragraph 2, subject to Board of Regents approval.
4. An intent of this policy is to establish the salaries of the chief executive officers of the Montana University System and its campuses with consideration for external market competitiveness and internal pay equity within the system.
5. If the CHE and the President, in consultation with the CEO of a given campus, determine that there are insufficient financial resources at the campus or office to fully implement this item in October 2006, they may agree to defer it to October 2007.

PROPOSED Policy:

Board of Regents Policy 802.8

Salaries of the Commissioner of Higher Education and Campus Chief Executive Officers

Board Policy:

1. Intent

This policy provides salary guidelines for chief executive officer positions in the Montana University System. These guidelines require a careful balance of consideration for the availability of salary resources, Montana or regional compensation levels, external market competitiveness, and internal pay equity within the Montana University system.

The Board encourages a similar approach to salary analysis, whenever possible, for other employee groups including, but not limited to: senior administrative staff; faculty; and non-faculty professional-level staff.

Nothing in this policy obligates the Board to increase an individual salary or group of salaries. No employee of the Montana University System is guaranteed a pay raise because of this policy; however, these guidelines set general parameters to support reasonable and affordable salaries in an increasingly competitive higher education environment.

2. Salary Guidelines

The Commissioner of Higher Education shall conduct an annual survey of chief executive officer salaries at institutions that are comparable to the units of the Montana University System. Salary levels recommended by the Commissioner to the Board of Regents for campus chief executive officers may correspond to a percentage range applied to average or median salary levels for similar positions at public institutions of similar size and scope. A specific salary recommendation within the range may correspond to a number of relevant factors, including, but not limited to: relative responsibilities of the chief executive; performance; market factors; and service with the Montana University System. Final approval of salary levels shall be made by the Board, as provided in Board Policy 711.2.

The Commissioner shall use the survey resources of the College and University Professional Association for Human Resources (CUPA). The peer groups in the survey will include public colleges and universities of similar degree granting status and student enrollment size.

The salary of the Commissioner of Higher Education will be 101% to 105% of the salaries of the Presidents of The University of Montana and Montana State University.

ITEM 132-103-R0906

Executive Residence Guidelines; Montana University System--(Revised Policy 805)

THAT:

The Board of Regents revise Policy 805 of the BOR Policy and Procedures Manual as per attachment.

EXPLANATION:

The revisions to this policy on executive perquisites are needed clarifications related to the use of campus executive residences. The policy also makes provision, at the discretion of the regents, for a housing allowance for the commissioner of higher education in lieu of provision of an official residence. The revised policy also allows for a vehicle allowance for presidents and chancellors in lieu of provision of a vehicle.

ATTACHMENTS:

Policy 805 (Revised)

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION
Policy and Procedures Manual

ITEM 132-103-R0906 Attachment

SUBJECT: COMPENSATION

Policy 805 – Executive perquisites
November 18, 1999; Issued December 10, 1999

Board policy:

1. As a condition of employment and for the convenience of the Montana University System, the presidents and chancellors shall be provided a residence and must occupy the residence provided. It shall be free of rent, with all utilities paid by the institution. The residences are used for official business functions, such as entertaining University donors and visitors from academia, industry, and government, campus administrative meetings, ceremonial functions and other events. Each campus is responsible to maintain appropriate documentation regarding the use of the official residence. The Board of Regents may, in its discretion, grant a monthly housing allowance to the commissioner of higher education in lieu of provision of an official residence.

2. The presidents, chancellors and the Commissioner shall also be furnished a state or leased vehicle for the performance of their respective duties. In lieu of provision of a vehicle, the campus may provide a monthly vehicle allowance.

History:

Minutes, Board of Education ex officio Regents of Higher Education, August 20, 1951; Item 219-003, July 12, 1971; Item 5-001-R0774, July 8, 1974 as revised May 31, 1978, July 10, 1978, June 21, 1985, and November 18, 1999 (Item **104-103-R0999**).

[Table of Contents](#) or [Section 800 Contents](#)

ITEM 132-108-R0906

Authority to offer multiyear contracts to head coaches

THAT:

The Montana Board of Regents of Higher Education authorize MSU-Bozeman and UM-Missoula to enter into three-year term contracts with their head coaches of women's basketball, men's basketball, and football.

EXPLANATION:

Multiyear contracts are a common tool for recruiting and retaining head coaches in National Collegiate Athletic Association (NCAA) Division I programs. College and university respondents to a national survey conducted by the Montana University System in May 2006 said multiyear contracts have a positive impact on the stability of their athletic programs. Athletic directors of NCAA Division I programs in Montana report increasing difficulty with their ability to attract and keep head coaches without an option for multiyear contracts. The Presidents of MSU-Bozeman and UM-Missoula seek authority to enter into multiyear contracts in the interest of maintaining stable and successful student athletic programs through the recruitment and retention of capable coaches in a highly competitive job market. The attached term sheets summarize the terms and conditions of the proposed contract offer. The salary information in the attached term sheets is for the first year of the three-year contracts. Any salary increases in the second and third years of the contracts are subject to campus procedures and approval by the Board of Regents.

ATTACHMENTS:

Description of contract terms.

MONTANA STATE UNIVERSITY PROPOSED HEAD COACHES CONTRACTS

TERM SHEET

1. **Duration** Three years—July 1, 2006 to June 30, 2009
2. **Compensation**
 - a. **Annual Base Salary**

Football, Mike Kramer:	(Current salary: \$115,354)	
	July 1, 2006 to September 30, 2006:	\$115,354
	October 1, 2006 to June 30, 2007:	\$119,958
Men's Basketball, Brad Huse:	(Current salary: \$100,000)	
	July 1, 2006 to June 30, 2007:	\$100,000
Women's basketball, Tricia Bader-Binsford:	(Current salary: \$75,000)	
	July 1, 2006 to September 30, 2006:	\$75,000
	October 1, 2006 to June 30, 2007:	\$77,625
 - b. **Annual Base Increase**

Years 2 and 3, base salary increase to be consistent with annual increases for contract professional employees
 - c. **Media Promotion Pay**

Football, Kramer:	\$20,000
Men's Basketball, Huse:	\$15,000
Women's Basketball, Bader-Binsford:	\$15,000
 - d. **Annual Incentive Compensation**

Academic incentive potential:	\$12,500 to \$15,000
Game attendance potential:	\$7,500 to \$15,000
Championship incentives:	
potential total for national championship:	\$57,500 to \$60,000
Coach of the Year:	\$7,500
 - e. **Other**

Summer Camps
Courtesy Car
Country Club Dues
3. **Termination**
 - a. **For cause** termination requires pre-termination opportunity to be heard and no further payments to coach after termination
 - b. **Without cause** by either party requires payment of liquidated damages
By MSU liquidated damages to coach: base salary and mandatory benefits for the remaining term reduced by income to coach for other employment
By Coach liquidated damages to MSU: base salary through the end of the contract
4. **Dispute Resolution** -- Mediation and Arbitration.

THE UNIVERSITY OF MONTANA PROPOSED HEAD COACHES CONTRACTS

TERM SHEET

1. **Duration** Three years—July 1, 2006 to June 30, 2009 for Men's and Women's Basketball Coaches; January 1, 2007-December 31, 2009 for Football Coach

2. **Compensation**
 - a. **Annual Base Salary**

Football, Bob Hauck:

(Current salary: \$109,200)
(Increase to \$124,200 on Oct. 1, 2006 / contract year runs Jan. 1 through Dec. 31 / incentives as stated below available Fall 2006)
January 1 to December 31, 2007: \$124,200

Men's Basketball, Wayne Tinkle:

(Current salary: \$115,000)
July 1, 2006 to June 30, 2007: \$115,000

Women's basketball, Robin Selvig:

(Current salary: \$98,800)
July 1, 2006 to September 30, 2006: \$98,800
October 1, 2006 to June 30, 2007: \$123,800
 - b. **Annual Base Increase**

Years 2 and 3, base salary increase to be consistent with annual increases for contract professional employees
 - c. **Media Promotion Pay**

To be negotiated
 - d. **Annual Incentive Compensation**

Football

Academic Incentive Potential:	\$1,250 to \$2,500
Game Attendance Potential:	\$2,500
NCAA Division I National Championship Winner: (Head Coaches) \$12,500 (Each Assistant Coach)	\$25,000

Men's Basketball

Academic Incentive Potential:	Same
Game Attendance Potential	Same
NCAA Division I National Championship Winner: Over \$100,000 (Head Coach), amount to be determined Over \$50,000 (Each Assistant Coach), amount to be determined	

Women's Basketball

Academic Incentives	Same
Game Attendance Potential	Same
NCAA Division I National Championship	Same
 - e. **Other**

Summer Camps
Courtesy Car
Country Club Membership

3. **Termination**

- a. **For cause** termination requires pre-termination opportunity to be heard and no further payments to coach after termination
- b. **Without cause** by either party requires payment of the liquidated damages
 - By UM liquidated damages to coach: base salary and mandatory benefits for the remaining term reduced by income to coach for other employment
 - By Coach liquidated damages to UM: base salary through the end of the contract

4. **Dispute Resolution** -- Mediation and Arbitration.

REPORT ON SERVICE ON OUTSIDE GOVERNING BOARDS – SEPTEMBER 2006

Unit Name	Employee Name	Position	Date Report Received	Names of Outside Governing Boards	DID Receive Compensation	DID NOT Receive Compensation	For Profit Board	CHE Approval Date
OCHE								
	Dave Gibson	Deputy Commissioner Econ Development & Outreach	6/27/06	MT Bio Science Alliance		X		
MSU-Bozeman								
	Geoff Gamble	President	7/1/06	Inland Northwest Research Alliance		X		
	Tom McCoy	Vice President for Research, Creative Activities & Technology Transfer	7/1/06	Tech Ranch Bd of Directors		X		
			7/1/06	Coalition of EPSCoR/IDeA Board		X		
	Richard Semenik	Dean, College of Business	7/1/06	S2 Corporation (formerly Scientific Materials) Board	\$2000-\$3000 per year		X	8/1/2005
MSU-GR Falls College of Technology								
	Mary Sheehy Moe	Dean	6/27/06	Benefis Healthcare Bd of Directors		X		
	Pamela Parsons	Division Chief, Communications & Extended Learning	6/30/06	Great Falls Advertising Federation		X		
	Joseph Schaffer	Assistant Dean of Outreach and Workforce Development	6/30/06	Cable 7 Board of Directors		X		
MSU-Northern								
MSU-Billings								
	Ronald Sexton	Chancellor	6/30/06	Big Sky Economic Development Corporation Joint Executive Committee		X		
UM-Missoula								
	George Dennison	President	6/7/06	MT World Trade Center		X		
			6/7/06	MonTECH Board of Directors		X		
			6/7/06	Inland Northwest Research Alliance		X		
			6/7/06	National Security Education Board		X		
	Jerry Brown	Dean, School of Journalism	7/1/06	Hearst Foundation Steering Committee	travel & related expenses			

REPORT ON SERVICE ON OUTSIDE GOVERNING BOARDS – SEPTEMBER 2006

Unit Name	Employee Name	Position	Date Report Received	Names of Outside Governing Boards	DID Receive Compensation	DID NOT Receive Compensation	For Profit Board	CHE Approval Date
	Perry Brown	Dean, College of Forestry and Conservation	7/1/06	Ecosystem Management Research Institute Board of Directors		X		
	Robert Duringer	Vice President for Administration and Finance	7/1/06	MonTECH Board of Directors		X		
	Daniel Dwyer	Vice President for Research and Development	7/1/06	MonTECH Board of Directors		X		
			7/1/06	TechLink Board		X		
	James Foley	University Executive Vice President	7/1/06	Canadian/American Border Trade Alliance		X		
	David Forbes	Dean, College of Health Professions and Biomedical Sciences	7/1/06	St. Patrick Hospital and Health Sciences Center Board of Trustees		X		
	Larry Gianchetta	Dean, School of Business Administration	7/1/06	Blue Cross Blue Shield of Montana	\$13,500 per year		X	1998
UM-Western								
Montana Tech of UM								
	Frank Gilmore	Chancellor	7/1/06	NABPLEX Committee, National Association of Boards of Pharmacy	\$100 per day plus expenses			
	Anderson, Corby	Director & Principal Process Engineer/ Center for Advanced Mineral and Metallurgical Processing/Research Professor of Metallurgical and Materials Engineering	8/22/06	Golden Phoenix Minerals Inc.	travel expenses plus \$500 per meeting attended		X	8/25/2006
			8/22/06	Getty Copper Inc.	travel expenses stock option tbd		X	8/25/2006
	Jane Baker	Dean, College of Technology	7/1/06	SWIB Apprenticeship Board		X		
	Joseph Figueira	Vice Chancellor for Research and Graduate Studies	7/1/06	Center for Advanced Mineral and Metallurgical Processing Board of Directors		X		
UM-Helena College of Technology								
	Daniel Bingham	Dean, College of Technology	7/1/06	Gateway Economic Development Corporation Board of Directors		X		

ITEM 132-100-R0906, Staff; Office Comm of Higher Education											September 27-29, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplace & Date/Hire	% Change	Actual FTE	Effect (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY * Amount	Reason
			From:	To:	From:	To:									
II. CHANGES															
A. Administrators/Professionals/Coaches															
Barber, Roger JD	FR: Deputy Comm for Acad & Student Affairs TO: No Change	OCHE	124,718	129,707				4.00%		10/1/06					
Bogumill, Paul BA, Phys. Asst.	FR: Dir of Benefits TO: No Change	OCHE	72,000	74,880				4.00%		10/1/06					
Brown, Lynette BA	FR: Assoc Asst to Comm & Assoc Sec to Bd of Regents TO: No Change	OCHE	39,330	40,903				4.00%		10/1/06					
Clinard, Jan Ed.D	FR: Dir, Acad Initiatives TO: No Change	OCHE	59,720	62,109				4.00%		10/1/06					
DuBay, Rene BS, BA	FR: Dir, Ed Talent Search & Partnerships for Access TO: No Change	OCHE	59,720	62,109				4.00%		10/1/06					
Gibson, David MBA	FR: Assoc Comm for Econ Dev TO: No Change	OCHE	101,948	106,026				4.00%		10/1/06					
Joehler, Pam BS, MBA	FR: Dir, Budget & Acct TO: No Change	OCHE	78,143	81,269				4.00%		10/1/06					
Marks, Bruce BA, CPM	FR: Dir, MGSLP TO: No Change	GSL	83,276	86,607				4.00%		10/1/06					
McRae, Kevin BA	FR: Dir, Labor Relations & Personnel TO: No Change	OCHE	79,000	82,160				4.00%		10/1/06					

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			From:	To:	From:	To:									
Merdinger, Sandy M.Ed.	FR: Dir, Gear Up TO: No Change	OCHE	60,548	62,970				4.00%		10/1/06					
Muffick, Ron BA	FR: Dir of Bus Relations & Progs TO: No Change	GSL	62,038	64,520				4.00%		10/1/06					
Parisot, Arlene Ed.D	FR: Dir of Workforce Dev & Two Year Ed TO: No Change	OCHE	72,216	75,105				4.00%		10/1/06					
Robinson, Mick MBA, CPA	FR: Assoc Comm for Fiscal Affairs TO: No Change	OCHE	120,000	124,800				4.00%		10/1/06					
Rosette, Sherry	FR: Asst to Comm / Sec to Bd of Regents TO: No Change	OCHE	43,806	45,558				4.00%		10/1/06					
Stearns, Sheila Ed.D.	FR: Comm of Higher Ed TO: No Change	OCHE	150,075	196,778				31.12%		10/1/06					
Swaney, Ellen M.Ed	FR: Dir, Amer Indian /Minority Achieve TO: No Change	OCHE	46,941	48,819				4.00%		10/1/06					
Swift, Catherine BA, JD	FR: Chief Legal Counsel TO: No Change	OCHE	98,843	102,797				4.00%		10/1/06					
Trevor, Tyler BS, MS	FR: Dir. of Inst. Info. & Res TO: No Change	OCHE	75,000	78,000				4.00%		10/1/06					
Wing, Karen BA, CPA	FR: Chief Fin Officer TO: No Change	GSL	72,099	74,983				4.00%		10/1/06					
		TOTALS	1,499,418	1,600,098				6.71%							
LEGEND															147

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			From:	To:	From:	To:									
TENURE:			*IMPORTANT NOTE: Additional Comp is reported annually in September												
NT = Nontenurable															
P = Probationary			^ Subject to continuation of federal funds, proprietary funds and/or grants.												
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)															

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			From:	To:	From:	To:									
I. NEW HIRES															
B. Faculty															
Braun, Michael	Asst Prof	Mktg & Mgmt	94,973	86,000			R- Fleming 8/23/2006	-9.45%	1	8/23/06			P		
Catton, Ted	Assoc Prof (Res)	History		69,540			N 6/1/06		0.5	6/1/06			NT		
Dawsey, Amanda	Asst Prof	Econ	64,234	64,000			R - O'Donnell 8/23/2006	-0.36%	1	8/23/06			P		
Deal, Roger	Asst Prof (Adjunct)	History		37,000			N 8/23/06		1	8/23/06			NT		
Eagleheart-Thomas, Linda	Level II	Coll of Tech - Applied Arts & Sci		43,000			N 8/23/2006		1	8/23/06			P		
Fletcher Jr., Robert J.	Asst Prof (Res)	Div of Biol Sci		42,000			N 8/23/2006		0.93	2/1/06			NT		
Fuller, Brandon	Instructor (Adjunct)	Econ		35,000			N 8/23/2006		0.67	8/23/06			NT		
Golbeck, Amanda	Prof	Public Health		90,000			N 8/23/2006		1	8/23/06			P		
Gunderson, Kari	Instructor (Adjunct)	Coll of Forestry & Conserv		41,280			N 8/23/2006		0.56	8/23/06			NT		
Hebblewhite, Mark	Asst Prof	Coll of Forestry & Conserv	55,611	52,000			R - Marcum 8/23/2006	-6.49%	1	8/23/06			P		
Humphrey, Reed H.	Prof, Chair	Phy Ther & Rehab Sci	82,856	85,000		3,400	R - Williams 8/23/2006	2.59%	1	8/23/06			P		
Keeley, Kendra A.	Asst Prof	Pharm Practice	65,500	75,000			R - Patel 7/1/2006	14.50%	1	7/1/06			P		
Krahe, Diane	Asst Prof (Res)	History		44,840			N 6/1/06		0.5	6/1/06			NT		
Kronk, Elizabeth	Asst Prof	School of Law		72,500			N 8/23/06		1	8/23/06			P		
Levtow, Nathaniel	Asst Prof (Adjunct)	Liberal Studies		38,000			N 8/23/2006		1	8/23/06			NT		

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			From:	To:	From:	To:									
Looney, Clayton	Asst Prof	Info Sys & Tech	81,715	85,000			R - Cleveland 8/23/2006	4.02%	1	8/23/06			P		
McHugh, Mary	Level I	Coll of Tech - Health Professions		54,000			N 8/28/2006		1	8/28/06			NT		
Miller, Carrie	Level II	Coll of Tech - Health Professions		42,000			N 8/23/2006		1	8/23/06			P		
Molgaard, Craig	Prof, Chair	Public Health		92,000		2,900	N 8/23/2006		1	8/23/06			P		
Morey, Deborah	Instructor (Adjunct)	English		28,000			N 8/23/2006		1	8/23/06			NT		
Nelson, Jason	Asst Prof	Anthrop	36,916	51,000			R - Cummings 8/23/2006	38.15%	1	8/23/06			P		
Palmer, Charles	Asst Prof	Health & Human Perf	56,504	45,000			R - Curry 8/23/2006	-20.36%	1	8/23/06			P		
Rich, Valerie	Asst Prof	Health & Human Perf		45,000			N 8/23/2006		1	8/23/06			P		
Schneider, Michael	Asst Prof	Physics & Astron	45,540	55,000			R - Belz 8/23/2006	20.77%	1	8/23/06			P		
Shogren, Mark	Asst Prof	Media Arts		45,000			N 8/23/2006		1	8/23/06			P		
Smith, Michael	Instructor (Adjunct)	Geology		35,000			N 8/23/2006		1	8/23/06			NT		
Spencer, Daniel T.	Asst Prof	Environ Studies	71,643	50,000			R - Roy 8/23/2006	-30.21%	1	8/23/06			P		
Stan, Simona	Asst Prof	Mktg & Mgmt		86,000			N 8/23/2006		1	8/23/06			P		
Vrooman, Nicholas	Instructor (Adjunct)	Native Amer Studies		28,000			N 8/23/2006		1	8/23/06			NT		
Woods, H. Arthur	Asst Prof	Div of Biol Sci	57,613	48,000			R - Sheridan 8/23/2006	16.69%	0.5	8/23/06			P		
				62,730			N - Res Base			8/23/06					

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			From:	To:	From:	To:									
Wrobel, Lisa	Instructor (Adjunct)	Pharm Practice		58,500			N 8/23/2006		1	8/23/06			NT		
Yoshimura, Christina	Asst Prof	Communication Studies		48,000			N 8/23/2006		0.5	8/23/06			P		
II. CHANGES															
A. Administrators/Professionals/Coaches															
Anderson, Jennifer	FR: Asst Coach, Tennis TO: Head Coach, Women's Tennis	Intercollegiate Athletics	24,720	30,000			R - Nord 7/1/06	21.36%	1	7/1/06	O - Moved from AY to FY				
			30,000	30,975				3.25%		10/1/06	N				
Aronofsky, David	FR: Legal Counsel TO: No Change	President's Ofc	88,300	91,800	0	6,000 8,000		3.96%	1	7/5/06 - 7/14/06 8/23/06 - 12/31/06 10/1/06	T - Teaching (Summer) T - Teaching (Fall) N			37,297	AT/PM
Bingham, Daniel	FR: Dean TO: No Change	Helena Coll of Tech	105,000	110,000				4.76%	1	10/1/06	N				
Branch, Teresa	FR: Vice President TO: No Change	Student Affairs	129,500	134,300				3.71%	1	10/1/06	N				
Denker, Claudia	FR: Assoc Legal Couns Res Comp Ofcr TO: No Change	President's Ofc	60,000	60,000				0.00%	1						
Dennison, George	FR: Pres, Prof, History TO: No Change	President's Ofc	149,543	191,047				27.75%	1						
Duringer, Robert	FR: Vice Pres TO: No Change	Admin & Fin	134,600	139,900				3.94%	1	10/1/06	N				

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			From:	To:	From:	To:										
Dwyer, Daniel	FR: Vice Pres of Res & Dev, Prof, Chem TO: No Change	Res & Sponsored Progs	139,000	143,900				3.53%	1	10/1/06	N					
Foley, James	FR: Ex Asst to the Pres, Univ Ex VP TO: No Change	President's Ofc	110,000	114,500				4.09%	1	10/1/06	N					
Gilmore, W. Franklin	FR: Chanc & Univ Ex VP, Prof, Chem TO: No Change	MT Tech of The Univ of MT	131,100	144,000				9.84%	1	10/1/06	N					
Nord, Kris	FR: Head Coach, Men's & Women's Tennis TO: Head Coach, Men's Tennis	Intercollegiate Athletics	43,933	45,317				3.15%	1	7/1/2006 10/1/2006	O - Title Change N					
Raunig, Thomas	FR: Head Track & Field Coach, Intercollegiate Athletics TO: No Change	Intercollegiate Athletics	45,259	46,549				2.85%	1	10/1/06	N					
Sedgwick, Neil	FR: Head Women's Soccer Coach TO: No Change	Intercollegiate Athletics	52,000	53,742				3.35%	1	10/1/06	N			200	AT	
Staub, James	FR: Assoc Prov, Prof, Geology TO: No Change	Acad Affairs	108,760	113,600				4.45%	1	10/1/06	N					

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			From:	To:	From:	To:										
Steele, Joanne	FR: Head Coach, Women's Golf TO: No Change	Intercollegiate Athletics	34,479	36,979				7.25%	0.9	7/1/06	R					
			36,979	38,273					3.50%		10/1/06	N				
Storey, Richard D.	FR: Chanc, Prof, Biol Sci TO: No Change	The Univ of MT - Western	124,200	131,300				5.72%	1	10/1/06	N					
Wagner, Jerry	FR: Head Volleyball Coach TO: No Change	Intercollegiate Athletics	52,000	52,000				0.00%	1							
Walker-Andrews, Arlene	FR: Assoc Prov, Prof, Psych TO: No Change	Acad Affairs	108,760	113,600				4.45%	1	10/1/06	N					
B. Faculty																
Acker, Robert	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	62,343	76,058	3,600	3,900		22.00%		7/1/06	O - Moved from AY to FY	FY		5,300	ST/AT	
			76,058	79,100					4.00%	1	10/1/06	N				
Adams, Earle	FR: Assoc Prof (Res) TO: No Change	Chem	49,294	51,266				4.00%	1	10/1/06	N	FY				
Adams, Karen	FR: Asst Prof TO: Assoc Prof	Poli Sci	47,610	52,014				9.25%	1	10/1/06	N/P			6,568	ST/SR	
Alaback, Paul	FR: Assoc Prof TO: Prof	Coll of Forestry & Conserv	53,474	60,613				13.35%	1	10/1/06	N/P			1,904	SR	
Alix-Garcia, Jennifer	FR: Asst Prof TO: No Change	Econ	64,000	66,560				4.00%	1	10/1/06	N			8,616	SR	
Allen, Bradley	FR: Asst Prof TO: No Change	Art	39,000	40,560				4.00%	1	10/1/06	N			4,550	AT	
Allendorf, Fred	FR: Regent's Prof TO: No Change	Div of Biol Sci	100,572	104,595				4.00%	1	10/1/06	N			5,200	ST	

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			From:	To:	From:	To:									
Allington, Douglas	FR: Assoc Prof TO: No Change	Pharm Practice	82,800	86,112				4.00%	0.9	10/1/06	N O - Funding FTE Change	FY		3,400	PM
			104,669	108,856				4.00%	0.1						
Ametzbicler, Elizabeth	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	61,285	65,736				7.26%	1	10/1/06	N/M				
Anderson, J. Christopher	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	56,102	58,346				4.00%	1	10/1/06	N				
Andreason, Aaron	FR: Prof TO: No Change	Mktg & Mgmt	71,413	76,270				6.80%	1	10/1/06	N/M				
Antonioli, Michele	FR: Assoc Prof TO: No Change	Drama/ Dance	43,085	44,808				4.00%	1	10/1/06	N			2,394	ST
Appelbaum, Irene	FR: Assoc Prof TO: No Change	Anthrop	48,336	50,269				4.00%	1	10/1/06	N				
Arens, Hiltrudis	FR: Assoc Prof TO: No Change	Modern & Classical Langs & Literatures	47,026	48,907				4.00%	1	10/1/06	N				
Arnold, Nancy	FR: Prof (Res) TO: No Change	Sociology/Rural Institute	70,391	73,207				4.00%	1	10/1/06	N	FY			
Ashmore, Rhea	FR: Prof, Dir Read & Study Skills Ctr TO: No Change	Curr & Instr	65,092	67,696				4.00%	0.9	10/1/06	N				
			119,375	124,150				4.00%	0.1						
Atkin, Steven	FR: Level IV TO: No Change	Mansfield Library	52,879	54,994				4.00%	1	10/1/06	N				
Atkins, Trent	FR: Asst Prof TO: No Change	Curr & Instrucion	47,093	48,977				4.00%	0.6	10/1/06	N			25,283	ST/SR/AR
			78,143	81,269				4.00%	0.4						

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NAME (Last, First)	Position / Title	Dept.	SALARY BASE (Based on 1.0 FTE, AY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
Ausland, Hayden	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	60,967	63,406				4.00%	1	10/1/06	N					
Bach, Betsy	FR: Prof TO: No Change	Communication Studies	76,776	79,847				4.00%	1	10/1/06	N					
Bachman, Marlene	FR: Prof, Dir Field Svcs TO: No Change	Curr & Instr	67,373	70,068	3,000	3,000		4.00%	1	10/1/06	N	FY (11)				
Bailey, James	FR: Prof TO: No Change	Drama/Dance	53,213	57,342				7.76%	1	10/1/06	N/M			4,434	ST	
Bailey, Linda	FR: Instructor (Adjunct) TO: No Change	Mktg & Mgmt	26,187	26,187				0.00%	1							
Baker, Robert	FR: Assoc Prof TO: No Change	English	50,875	52,910				4.00%	1	10/1/06	N					
Balch, Robert	FR: Prof TO: No Change	Sociology	64,597	67,181				4.00%	1	10/1/06	N					
Baldrige, Margaret	FR: Assoc Prof TO: No Change	Music	49,596	51,580				4.00%	1	10/1/06	N					
Baldwin, Julia	FR: Asst Prof TO: No Change	Geology	47,610	49,514				4.00%	1	10/1/06	N					
Bardsley, Johnathan	FR: Asst Prof TO: No Change	Math Sci	47,093	50,977				8.25%	1	10/1/06	N/M			7,604	SR/ST	
Barnes, Lisa	FR: Asst Prof (Adjunct) TO: No Change	Pharm Practice	63,441	68,000				7.19%	1	7/1/06	O - Base Change	FY	P			
			68,000	70,720				4.00%		10/1/06	N					
Barrett, Richard	FR: Prof TO: No Change	Econ	72,364	75,259				4.00%	1	10/1/06	N					
Barrett, Sharon	FR: Prof TO: No Change	School of Journalism	63,389	65,925				4.00%	1	10/1/06	N			1,761	ST	
Basinski, Anne	FR: Assoc Prof TO: No Change	Music	45,557	47,379				4.00%	1	10/1/06	N					
Baumgartner, Tony	FR: Asst Prof (Adjunct) TO: No Change	Social Work	34,445	35,823				4.00%	1	10/1/06	N			7,525	ST	

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			From:	To:	From:	To:									
Beall, Donna	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	77,713	80,822				4.00%	1	10/1/06	N	FY		5,768	O - Ex Comp Misc
Beall, Howard	FR: Assoc Prof (Res) TO: No Change	Biomed & Pharm Sci	55,399 83,318	59,615 88,651				7.61% 6.40%	1 0	10/1/06	N/M			31,448	SR
Beck, David	FR: Assoc Prof TO: Prof, Chair	Native Amer Studies	50,705 50,705	50,705 57,733	0 2,600	2,600 2,900		0.00% 13.86%	1	8/23/06 10/1/06	O - Add Stipend N/P			250	AT
Bedunah, Donald	FR: Prof TO: (No Change)	Coll of Forestry & Conserv	57,876	60,191				4.00%	1	10/1/06	N			11,889	SR/AR
Beebe-Frankenberger Margaret	FR: Asst Prof TO: No Change	Psychology	47,093 81,818	50,977 87,091	5,000	5,000		8.25% 6.44%	0.9 0.1	10/1/06	N/M			10,349	SR/AR
Beed, Teresa	FR: Prof TO: (No Change)	Acct & Fin	92,641	96,347	2,000	2,000		4.00%	1	10/1/06	N			10,459	ST
Belsky, Jill	FR: Prof TO: No Change	Coll of Forestry & Conserv	68,376	71,111				4.00%	1	10/1/06	N			1,300	SR
Belz, Mary Jane	FR: Assoc Prof TO: No Change	Music	44,742	46,532				4.00%	1	10/1/06	N			3,729	ST
Bendick, Rebecca	FR: Asst Prof TO: No Change	Geology	48,645	50,591				4.00%	1	10/1/06	N				
Bergman, Jillian	FR: Assoc Prof TO: No Change	English	49,767	51,758				4.00%	1	10/1/06	N			9,592	SR
Billstein, Richard	FR: Prof TO: No Change	Math Sci	94,299 123,931	100,071 130,888				6.12% 5.61%	0 1	10/1/06	N/M O - FTE Change			46,777	SR
Bitar, Samir	FR: Instructor (Adjunct) TO: No Change	Modern & Classical Langs & Literatures	30,000	31,200				4.00%	0.53	10/1/06	N			4,348	SR/ST

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			From:	To:	From:	To:									
Blank, Lisa	FR: Assoc Prof, Dir of Graduate Program, UM-Western TO: No Change	Curr & Instr	47,584	49,487				4.00%	1	10/1/06	N			7,692	SR/O
Blunt, Judy	FR: Assoc Prof TO: No Change	English	49,593	51,577				4.00%	1	10/1/06	N			1,300	SR
Boisseron, Benedicte	FR: Instructor TO: Asst Prof	Modern & Classical Langs & Literatures	45,000	50,000				11.11%	1	8/23/06	O - Degree Completion				
Boller, Michelle	FR: Level II (Adjunct) TO: No Change	Coll of Tech - Bus Tech	30,054	30,054				0.00%	0.76						
Bolstad, Stephen	FR: Assoc Prof TO: No Change	Music	47,053	48,935				4.00%	1	10/1/06	N			1,201	SR/O
Bolton, Randy	FR: Prof TO: No Change	Drama/Dance	62,402	64,898				4.00%	1	10/1/06	N			13,589	AT/ST
Bonjorni, Mary Ann	FR: Assoc Prof TO: No Change	Art	49,075	51,038				4.00%	1	10/1/06	N				
Bookwalter, Jeffrey	FR: Asst Prof TO: No Change	Econ	60,000	62,400				4.00%	1	10/1/06	N			4,000	SR
Borgmann, Albert	FR: Regent's Prof TO: No Change	Philosophy	113,026	119,547				5.77%	1	10/1/06	N/M				
Borrie, William	FR: Assoc Prof TO: No Change	Coll of Forestry & Conserv	53,624	55,769				4.00%	1	10/1/06	N			11,282	SR/O
Boyd, Lance	FR: Prof, Dir Jazz Studies TO: No Change	Music	65,917	68,554				4.00%	1	10/1/06	N			800	SR
Bradley, Sheila	FR: Level II (Adjunct) TO: No Change	Coll of Tech - Applied Arts & Sci	30,054	30,054				0.00%	0.82						

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			From:	To:	From:	To:										
Bradley-Browning, Nicole	FR: Asst Prof TO: Assoc Prof	Drama/ Dance	42,883	47,098				9.83%	1	10/1/06	N/P					
Bradstock, Timothy	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	56,049	58,291				4.00%	1	10/1/06	N					
Brennan, Elizabeth A.	FR: Lecturer (Adjunct) TO: No Change	School of Law	55,000	55,000				0.00%	1							
Breuner, Creagh	FR: Asst Prof TO: No Change	Div of Biol Sci	55,000	55,000				0.00%	1							
				70,000						7/1/06	O - New Res Base					
Brewer, Sarah (Sally)	FR: Assoc Prof TO: No Change	Curr & Instr	49,071	51,034				4.00%	1	10/1/06	N			6,746	ST	
			82,870	86,185				4.00%	0							
Bridges, Richard	FR: Prof TO: No Change	Biomed & Pharm Sci	85,182	88,589				4.00%	0.45	10/1/06	N O - Funding FTE Change			34,676	SR	
			102,677	106,784				4.00%	0.55							
Briknarova, Klara	FR: Asst Prof TO: No Change	Chem	48,000	49,920				4.00%	0.5	10/1/06	N			14,722	SR	
			79,920	83,117				4.00%	0.5							
Broberg, Leonard	FR: Prof, Chair TO: No Change	Environ Studies	69,468	72,247	3,200	3,400		4.00%	1	10/1/06	N			7,274	ST/SR/ O	
Bromshenk, Jerry	FR: Prof TO: No Change	Div of Biol Sci	88,213	91,742				4.00%	0.5	10/1/06	N			16,648	SR	
Brown, Barry	FR: Assoc Prof, Librarian TO: No Change	Mansfield Library	55,629	59,854				7.59%	1	10/1/06	N/M	FY		2,800	O	
Brown, Blakely	FR: Asst Prof TO: Assoc Prof	Health & Human Perf	43,988	48,248				9.68%	1	10/1/06	N/P			6,430	ST/AR	
Brown, Fletcher	FR: Assoc Prof TO: No Change	Curr & Instr/ Environ Studies	46,705	48,573				4.00%	1	10/1/06	N					

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			From:	To:	From:	To:									
Brown, Sherrill	FR: Asst Prof TO: No Change	Pharm Practice	75,038	78,040				4.00%	1	10/1/06	N				
Browning, J. Robert	FR: Instructor (Visiting) TO: No Change	English	40,000	41,600				4.00%	1	10/1/06	N			3,333	ST
Bruce, Heather	FR: Assoc Prof TO: No Change	English	53,293	55,425				4.00%	1	10/1/06	N			22,782	PM/SR/O
Bruneau, Carol	FR: Assoc Prof TO: No Change	Mktg & Mgmt	72,976	75,895				4.00%	1	10/1/06	N			14,306	ST
Bruya, Marilyn	FR: Prof TO: No Change	Art	60,576	62,999				4.00%	1	10/1/06	N			3,900	SP/ST
Burfeind, James	FR: Prof, Chair TO: No Change	Sociology	62,668	65,175	3,200	3,400		4.00%	1	10/1/06	N			11,195	ST
Burke, Bari	FR: Prof TO: No Change	School of Law	101,360	105,414	5,000	0		4.00%	1	10/1/06	O - Remove Stipend N			3,000	SR
Burke, Edwin	FR: Prof TO: No Change	Coll of Forestry & Conserv	57,379	59,674				4.00%	1	10/1/06	N			17,056	AR/ST/SR
Burke, J. Martin	FR: Regent's Prof TO: No Change	School of Law	129,311	134,483				4.00%	1	10/1/06	N			5,000	SR
Burleigh-Gilbert, Debra	FR: Level I (Adjunct) TO: No Change	Coll of Tech - Health Professions	42,000	42,000				0.00%	1					3,533	ST
Burnham, Scott	FR: Prof TO: No Change	School of Law	109,006	113,366				4.00%	1	10/1/06	N			9,000	AT/SR
Burns, Clarence	FR: Prof TO: No Change	Health & Human Perf	60,093	64,497				7.33%	1	10/1/06	N/M			5,008	ST
Burroughs, Jennie	FR: Asst Prof, Documents Librarian TO: No Change	Mansfield Library	38,088	39,612				4.00%	1	10/1/06	N	FY			

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			From:	To:	From:	To:									
Bustos-Fernandez, Maria	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	59,813	62,206				4.00%	1	10/1/06	N			8,307	AT/ST
Cahalan, Daniel	FR: Instructor, (Visiting) Coordinator Ad Team TO: Instructor (Adjunct)	Mktg & Mgmt	48,130	50,055				4.00%	0.6	8/23/06 10/1/06	O - FTE Change N			4,750	ST/SR
Calderon-Garciduenas, Lilian	FR: Asst Prof TO: No Change	Biomed & Pharm Sci	72,450	75,348				4.00%	1	10/1/06	N			27,346	SR
Callaway, Ragan	FR: Prof TO: No Change	Div of Biol Sci	75,099	80,103				6.66%	1	10/1/06	N/M			7,806	SR
Campana, Jillian	FR: Assoc Prof TO: No Change	Drama/ Dance	44,593	48,377				8.49%	1	10/1/06	N/M			3,732	ST/SR
Campana, Joseph	FR: Instructor (Adjunct) TO: No Change	English	33,120	34,445				4.00%	1	10/1/06	N			1,500	SR
Campbell, Duncan	FR: Asst Prof TO: No Change	Psychology	46,500	48,360				4.00%	1	10/1/06	N			5,875	ST/SR
Campbell, Gregory	FR: Prof, Chair TO: Prof	Anthrop	59,198	63,566	3,200	0		7.38%	1	8/23/2006 10/1/2006	O - Remove Stipend N/M			33,713	AT/ST/SR/AR
Campbell, MaryEllen	FR: Prof TO: No Change	Mktg & Mgmt	95,605	99,429				4.00%	1	10/1/06	N			2,888	SR
Campbell, Thomas	FR: Level I TO: No Change	Coll of Tech - Culinary Arts	47,093	48,977				4.00%	1	10/1/06	N	FY			
Canty, Kevin	FR: Prof TO: No Change	English	68,512	73,252				6.92%	1	10/1/06	N/M				

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			From:	To:	From:	To:									
Cao, Zhen	FR: Senior Lecturer (Adjunct) TO: No Change	Modern & Classical Langs & Literatures	40,000	41,600				4.00%	1	8/23/2006 10/1/2006	O - FTE Change N			1,000	SR
Cardozo-Pelaez, Fernando	FR: Asst Prof	Biomed & Pharm Sci	49,556	54,038				9.04%	0.5	10/1/06	N/P			18,705	SR
	TO: Assoc Prof		67,000	72,180				7.73%	0.5						
Carpoca, Alessia	FR: Asst Prof TO: No Change	Drama/Dance	41,918	43,595				4.00%	1	10/1/06	N				
Carter, Jean	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	69,783	72,574				4.00%	1	10/1/06	N	FY		600	PM
Catlin, Robert	FR: Level III TO: No Change	Coll of Tech - Industrial Tech	40,981	42,620				4.00%	1	10/1/06	N				
Chacon, Hipolito	FR: Prof TO: No Change	Art	56,108	58,352				4.00%	1	10/1/06	N			11,423	SP/ST/AR
Chaney, Barbara	FR: Assoc Prof TO: No Change	Acct & Fin	83,318	86,651				4.00%	1	10/1/06	N			6,943	ST
Charles, Christopher	FR: Assoc Prof TO: Prof, Chair	English	54,004	65,885	0	3,600			1	7/1/06	O - Moved From AY to FY Add Stipend				
			65,885	73,520	3,600	3,900			11.59%	1	10/1/06	N/P	FY		
Chin, Beverly	FR: Prof TO: No Change	English	74,931	77,928				4.00%	1	10/1/06	N			15,145	SR/ST
Chirinos, Eduardo	FR: Assoc Prof TO: No Change	Modern & Classical Langs & Literatures	47,259	49,149				4.00%	1	10/1/06	N			3,604	ST
Christian, Ted	FR: Asst Prof (Res) TO: No Change	Chem	43,470	45,209				4.00%	1	10/1/06	N	FY			
Chu, Xi	FR: Asst Prof TO: No Change	Chem	48,000	49,920				4.00%	1	10/1/06	N			12,842	SR

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			From:	To:	From:	To:									
Chung, Woodam	FR: Asst Prof TO: No Change	Coll of Forestry & Conserv	47,093	48,977				4.00%	1	10/1/06	N			15,049	ST/SR
Clarke, Bridget	FR: Asst Prof TO: No Change	Philosophy	54,000	56,160				4.00%	1	10/1/06	N				
Clow, Richmond	FR: Prof TO: No Change	Native Amer Studies	66,736	69,405				4.00%	1	10/1/06	N				
Cobbs, Georgia	FR: Assoc Prof TO: No Change	Curr & Instr	50,622	52,647				4.00%	0.8	10/1/06	N			3,559	ST/PM
			106,220	110,469					4.00%	0.2					
Cochran, Bryan	FR: Asst Prof TO: No Change	Psychology	47,093	48,977				4.00%	1	10/1/06	N			5,978	AT/ST
			74,000	76,960					4.00%	0					
Cochran, Todd	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	72,007	76,887	0	6,500		6.78%	1	7/1/2006 10/1/2006	O - Add Stipend N/M	FY		6,429	O
Cody, David	FR: Asst Prof TO: No Change	Music	43,470	45,209				4.00%	1	10/1/06	N				
Coffin, Douglas	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	64,459	69,037				7.10%	1	10/1/06	N/M			33,011	SR
			87,458	92,956					6.29%	0					
Colucci, Vincent	FR: Asst Prof TO: No Change	Pharm Practice	77,625	82,730				6.58%	0.6	10/1/06	N/M O - FTE Change	FY			
			91,695	97,363					6.18%	0.4					
Condon, Phil	FR: Asst Prof TO: No Change	Environ Studies	45,988	49,828				8.35%	1	10/1/06	N/M			3,832	ST
Conley, Timothy	FR: Asst Prof TO: No Change	Social Work	46,575	50,438	0	3,000		8.29%	1	10/1/2006 8/23/06	N/M	O - Program Assess Stip		12,505	ST/AR
Considine, Jennifer	FR: Instructor TO: Asst Prof	Communication Studies	41,000	46,000				12.20%	1	8/23/06	O - Degree Completion				
Conway, Lucian	FR: Asst Prof TO: No Change	Psychology	49,680	51,667				4.00%	1	10/1/06	N			1,000	AT
Cook, Ann	FR: Assoc Prof (Res) TO: No Change	Psychology	83,318	86,651				4.00%	1	10/1/06	N	FY			

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			From:	To:	From:	To:									
Cook, Nancy	FR: Assoc Prof TO: No Change	English	58,000	60,320				4.00%	1	10/1/06	N				
Cooper, Nancy	FR: Asst Prof (Adjunct) TO: No Change	Music	38,386	39,921	1,600	1,600		4.00%	0.5	10/1/06	N				
Corbett, William	FR: Prof TO: No Change	School of Law	110,506	114,926				4.00%	1	10/1/06	N			5,000	SR
Corr, Cathleen	FR: Level IV TO: No Change	Coll of Tech - Applied Arts & Sci	48,137	50,062				4.00%	1	10/1/06	N			9,000	ST
Costa, Bruce	FR: Asst Prof TO: Assoc Prof	Acct & Fin	79,380	85,055				7.15%	1	10/1/06	N/P			11,732	AT/ST/SR
Coulter, Elizabeth	FR: Asst Prof TO: No Change	Coll of Forestry & Conserv	51,000	53,040				4.00%	1	10/1/06	N			10,200	SR/ST
Cousineau, Philip	FR: Asst Prof (Adjunct), Assoc Dir Law Library TO: No Change	School of Law	46,835	48,708				4.00%	1	10/1/06	N	FY		2,000	AR
Cracolice, Mark	FR: Prof, Chair TO: No Change	Chem	69,863	74,658	3,600	3,900		6.86%	1	10/1/06	N/M			24,733	ST/SR
Crawford, Anthony	FR: Assoc Prof TO: No Change	Acct & Fin	75,402	78,418				4.00%	1	10/1/06	N			14,051	ST/AT
Crepeau, Josef	FR: Level IV TO: No Change	Coll of Tech - Applied Arts & Sci	45,819	47,652				4.00%	1	10/1/06	N			22,574	AT/ST
Crone, Elizabeth	FR: Asst Prof TO: Assoc Prof	Coll of Forestry & Conserv	52,089	56,673				8.80%	1	10/1/06	N/P O-Tenure		T	12,574	SR
Cross, Raymond	FR: Prof TO: No Change	School of Law	94,840	98,634				4.00%	1	10/1/06	N			4,000	SR
Crummy, M. Ione	FR: Assoc Prof TO: No Change	Modern & Classical Langs & Literatures	52,906	55,022				4.00%	1	10/1/06	N				

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			From:	To:	From:	To:									
Dalenberg, Douglas	FR: Prof TO: No Change	Econ	66,209	68,857				4.00%	1	10/1/06	N				
Davies, Wade	FR: Asst Prof TO: Assoc Prof	Native Amer Studies	44,505	48,785				9.62%	1	10/1/06	N/P O-Tenure		T	3,709	ST
Davis, Heather	FR: Instructor (Adjunct) TO: No Change	Div of Biol Sci	36,000	37,440				4.00%	1	10/1/06	N				
Dean, Mark	FR: Prof, Chair TO: No Change	Drama/Dance	49,875	51,870	3,200	3,400		4.00%	1	10/1/06	N			8,656	ST
DeArment, Heidi	FR: Instructor (Adjunct) TO: No Change	Mktg & Mgmt	32,500	33,800				4.00%	0.5	10/1/06	N				
DeGrandpre, Michael	FR: Assoc Prof TO: Prof	Chem	65,054	72,656				11.69%	1	10/1/06	N/P			30,960	SR/PM
Delaney, Anne	FR: Level II (Adjunct) TO: Level II, Chair	Coll of Tech - Health Professions	43,988	41,100		3,500		-6.57%	1	8/23/06	O- Hired to Tenure Position, Moving from FY to AY		P	750	ST
Denis, Daniel	FR: Asst Prof TO: No Change	Psychology	46,575	48,438				4.00%	1	10/1/06	N			5,809	AR
			55,890	58,126					4.00%	0					
Dent, Larry	FR: Asst Prof TO: No Change	Pharm Practice	77,625	80,730				4.00%	1	10/1/06	N	FY		8,850	AT/AR
Derry, Sebastian	FR: Asst Prof, Fine Arts Librarian TO: No Change	Mansfield Library	38,606	40,150				4.00%	1	10/1/06	N	FY		500	AT
Dial, Kenneth	FR: Prof TO: No Change	Div of Biol Sci	78,863	82,018				4.00%	1	10/1/06	N			17,483	SR
Dietrich, Paul	FR: Prof, Chair TO: No Change	Liberal Studies	63,169	65,696	2,667	2,880		4.00%	1	10/1/06	N			1,500	ST

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			From:	To:	From:	To:									
Dixon, Kelly	FR: Asst Prof TO: No Change	Anthrop	50,023	54,024				8.00%	1	10/1/06	N/M			13,794	SR/AR/ST
Docktor, William	FR: Prof TO: No Change	Pharm Practice	81,453	84,711				4.00%	1	10/1/06	N	FY			
Douglas, John	FR: Prof TO: Prof, Chair	Anthrop	61,551	61,551	0	3,200		0.00%	1	8/23/06	O - Add Stipend			5,956	ST
			61,551	64,013	3,200	3,400		4.00%		10/1/06	N				
Douglas, Scott C.	FR: Assoc Prof TO: No Change	Mktg & Mgmt	89,000	92,560				4.00%	1	10/1/06	N			21,522	ST/SR/AT/O
Douma, Bambi	FR: Asst Prof TO: No Change	Mktg & Mgmt	79,108	82,272				4.00%	1	10/1/06	N			16,272	SR/ST
Dove, Elizabeth	FR: Assoc Prof TO: No Change	Art	48,788	50,740				4.00%	1	10/1/06	N O - Tenure		T		
Dowling, Denise	FR: Asst Prof TO: No Change	Radio-TV	48,997	52,957				8.08%	1	10/1/06	N/M			4,500	SR
Downs, Michael	FR: Asst Prof (Adjunct) TO: No Change	School of Journalism	44,439	46,217				4.00%	1	10/1/06	N			1,200	ST
Doyle, Daniel	FR: Prof TO: No Change	Sociology	63,640	66,186				4.00%	1	10/1/06	N			15,465	ST/PM/SR
Drake, Richard	FR: Prof TO: No Change	History	81,882	87,157				6.44%	1	10/1/06	N/M				
Duwell, Armond	FR: Asst Prof TO: No Change	Philosophy	50,000	50,000				0.00%	1						
Dybdal, Laura	FR: Assoc Prof TO: Prof	Health & Human Perf	51,507	58,567				13.71%	1	10/1/06	N/P			12,054	ST/AR/SR
Earling, Debra	FR: Assoc Prof TO: No Change	English/Native Amer Studies	62,792	65,304				4.00%	1	10/1/06	N				
Eby, Lisa	FR: Asst Prof TO: No Change	Coll of Forestry & Conserv	47,093	48,977				4.00%	1	10/1/06	N			8,382	SR
Economides, Louise	FR: Asst Prof TO: No Change	English	48,505	50,445				4.00%	1	10/1/06	N			3,583	ST

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			From:	To:	From:	To:									
Eglin, John	FR: Assoc Prof TO: Prof	History	47,186	54,073				14.60%	1	10/1/06	N/P				
Ekness, Raymond	FR: Assoc Prof, Chair TO: No Change	School of Journalism	49,358	51,332	2,800	2,900		4.00%	1	10/1/06	N O - Tenure		T	5,001	O
Elam, Jacqueline	FR: Level I (Adjunct) TO: No Change	Coll of Tech - Applied Arts & Sci	33,801	35,153				4.00%	1	10/1/06	N			3,400	O/SR
Emlen, Douglas	FR: Assoc Prof TO: No Change	Div of Biol Sci	60,672	65,099				7.30%	1	10/1/06	N/M			13,713	SR
Erickson, David	FR: Assoc Prof TO: No Change	Curr & Instr	51,635	53,700				4.00%	0	10/1/06	N			14,460	PM/AT /ST/SR /AR
			85,272	88,683				4.00%	1						
Esslinger, C. Sean	FR: Asst Prof (Adjunct) Res Asst TO: No Change	Biomed & Pharm Sci	82,800	86,112				4.00%	0.89	10/1/06	N			25,783	SR
Evans, Gerald	FR: Prof TO: No Change	Mktg & Mgmt	95,507	99,327				4.00%	1	10/1/06	N			27,054	AT/ST SP
Exley III, Charles	FR: Asst Prof TO: No Change	Modern & Classical Langs & Literatures	46,500	48,360				4.00%	1	10/1/06	N			3,000	SR
Ezenwa, Vanessa	FR: Asst Prof TO: No Change	Div of Biol Sci	48,128	50,053				4.00%	1	10/1/06	N			4,813	SR
Fandozzi, Phillip	FR: Prof TO: No Change	English	61,679	64,146				4.00%	1	10/1/06	N				
Farr, William	FR: Prof, Assoc Dir O'Connor Ctr for the Rocky Mountain West TO: No Change	History	98,775	104,726				6.02%	1	10/1/06	N/M	FY			

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			From:	To:	From:	To:									
Farrier, Merle	FR: Asst Prof TO: Assoc Prof	Ed Leadership & Counsel	50,954	55,492	2,667	0		8.91%	1	8/23/06 10/1/06	O - Remove Stipend N/P			44,058	O/AT/ST
Fehrer, Steve	FR: Asst Prof, Chair TO: Asst Prof	Phy Ther & Rehab Sci	65,947	68,585	3,200	0		4.00%	1	8/23/06 10/1/06	O - Remove Stipend N			13,517	ST/SR
Fern, Lauren	FR: Lecturer (Adjunct) TO: No Change	Math Sci	33,638	34,984				4.00%	1	10/1/06	N			4,000	SR/ST
Fiedler, Carl	FR: Prof (Res) TO: No Change	Coll of Forestry & Conserv	56,036	58,277				4.00%	1	10/1/06	N			41,006	AR/SR PM/SP/ST
Fillmore, Debbie	FR: Level III TO: No Change	Coll of Tech - Health Professions	44,900	46,696				4.00%	1	10/1/06	N			21,500	AT/ST
Finn, Janet	FR: Prof TO: No Change	Social Work	60,890	63,326				4.00%	1	10/1/06	N			5,000	SR
Fiore, Christine	FR: Assoc Prof, Dir Clinical Training TO: No Change	Psychology	63,407	65,943				4.00%	1	10/1/06	N			18,238	SR/O
Firth, David	FR: Asst Prof TO: No Change	Info Sys & Tech	87,458	92,956				6.29%	1	10/1/06	N/M			19,399	AT/ST O/SR
Fishman, Lila	FR: Asst Prof TO: No Change	Div of Biol Sci	45,988	47,828				4.00%	1	10/1/06	N			9,841	SR
Flores, Dan	FR: Prof TO: No Change	History	84,923	88,320				4.00%	1	10/1/06	N			16,516	SR
Ford, Cynthia	FR: Prof TO: No Change	School of Law	93,126	96,851				4.00%	1	10/1/06	N			10,000	SR
Foresman, Kerry	FR: Prof TO: No Change	Div of Biol Sci - Zoology	57,624	59,929				4.00%	1	10/1/06	N			16,800	ST/SR /AR

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			From:	To:	From:	To:										
Freeman, David	FR: Lecturer (Adjunct) TO: No Change	Biomed & Pharm Sci	59,702	62,090				4.00%	1	10/1/06	N					
Freimund, Wayne	FR: Prof, Chair Dir Wilderness Inst TO: No Change	Coll of Forestry & Conserv	69,294	74,066	3,200	3,400		6.89%	1	10/1/06	N/M			26,155	SR	
Frey, Linda	FR: Prof TO: No Change	History	101,893	105,969				4.00%	1	10/1/06	N					
Friend, David	FR: Assoc Prof, Chair TO: No Change	Physics & Astron	52,617	56,722	3,200	3,400		7.80%	1	10/1/06	N/M			6,623	ST	
Friend, Diane S.	FR: Instructor (Adjunct) TO: No Change	Physics & Astron	30,500	30,500				0.00%	0.5							
				60,000							10/1/06	O - New Res Base				
Fritz, Harry	FR: Prof, Chair TO: No Change	History	85,514	88,935	3,200	3,400		4.00%	1	10/1/06	N			8,062	ST/O	
Fromm, Martin	FR: Prof TO: No Change	Art	49,344	51,318				4.00%	1	10/1/06	N					
Funk, Gary	FR: Assoc Prof, Dir Choral Activities TO: No Change	Music	44,056	45,818				4.00%	1	10/1/06	N			3,477	O	
Funkhouser, Charles	FR: Level II TO: No Change	Coll of Tech - Applied Arts & Sci	40,000	41,600				4.00%	1	10/1/06	N					
				65,000					4.00%	0						
Furniss, Jerry	FR: Prof TO: No Change	Mktg & Mgmt	82,220	85,509				4.00%	1	10/1/06	N			3,426	ST	
Gadbow, Kathleen	FR: Prof, Writing Lab Dir TO: No Change	English	53,816	55,969				4.00%	1	10/1/06	N					
Gagliardi, Elaine	FR: Prof TO: No Change	School of Law	82,921	86,238	0	3,200		4.00%	1	10/1/06	N		O - Brown Stipend			
Gajdosik, Carrie	FR: Assoc Prof TO: No Change	Phy Ther & Rehab Sci	67,512	72,212				6.96%	1	10/1/06	N/M			129	SR	

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			From:	To:	From:	To:									
Gajdosik, Richard	FR: Prof TO: No Change	Phy Ther & Rehab Sci	86,129	89,574				4.00%	1	10/1/06	N			321	SR
Galipeau, Cheryl	FR: Level IV TO: No Change	Coll of Tech - Bus Tech	45,138	46,944				4.00%	1	10/1/06	N				
Gallagher, Tom	FR: Level III, Chair TO: No Change	Coll of Tech - Applied Comput & Electronics	43,307	45,039	2,500	2,500		4.00%	1	10/1/06	N			5,155	ST
Gannon, James	FR: Prof TO: No Change	Div of Biol Sci	66,892	69,568				4.00%	1	10/1/06	N			14,770	SR
Garfinkle, Ann	FR: Assoc Prof TO: No Change	Curr & Instr	50,715	52,744				4.00%	1	10/1/06	N		T	14,027	AR/SR
Garthwait, Cynthia	FR: Prof TO: No Change	Social Work	60,483	64,902				7.31%	1	10/1/06	N/M			10,121	ST/SR/O
Gaskill, Steven	FR: Assoc Prof TO: No Change	Health & Human Perf	51,840	53,914				4.00%	1	10/1/06	N			14,314	ST/SR/AR
George, Kathleen	FR: Asst Prof (Res) TO: No Change	Biomed & Pharm Sci	45,500	47,320				4.00%	1	10/1/06	N			14,321	AT/SR/O
Gerdes, John	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	59,150	61,516				4.00%	1	6/1/06	P O - Tenure		T	21,755	SR
				87,665						6/1/06	O - New Res Base				
Ghenie, Kerrie	FR: Asst Prof (Adjunct) TO: No Change	Social Work	34,445	35,823				4.00%	1	10/1/06	N			7,860	SR/ST
Gignoux, Alicia	FR: Instructor (Adjunct) TO: No Change	Modern & Classical Langs & Literatures	27,917	29,034				4.00%	0.8	8/23/2006 10/1/2006	O - FTE Change N				
Gillen, T. Daniel	FR: Instructor (Adjunct) TO: No Change	Curr & Instr	27,621	28,726				4.00%	0.69	10/1/06	N				

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			From:	To:	From:	To:									
Gillison, Linda	FR: Prof, Chair TO: Prof	Modern & Classical Langs & Literatures	68,300	55,984	3,600	0		-18.03%	1		O - Moved from FY To AY Remove Stipend			6,413	AT/ST
			55,984	58,223					4.00%		10/1/06	N			
Glass, Fern	FR: Prof TO: No Change	Music	55,989	58,229				4.00%	1	10/1/06	N				
Glendenin, John	FR: Prof TO: No Change	English	52,029	54,110				4.00%	1	10/1/06	N			4,336	ST
Goodburn, John	FR: Asst Prof TO: Assoc Prof	Coll of Forestry & Conserv	44,229	48,498				9.65%	1	10/1/06	N/P O - Tenure		T	12,117	ST/SR
Gordon, Stacey	FR: Asst Prof (Adjunct), Assoc Dir Law Library TO: Assoc Prof, Assoc Dir Law Library	School of Law	49,221	53,690				9.08%	1	10/1/06	N/P	FY		2,000	AR
Graham, G. Keith	FR: Assoc Prof TO: No Change	School of Journalism	56,374	58,629				4.00%	1	10/1/06	N				
Graham, Jonathan	FR: Assoc Prof TO: No Change	Math Sci	58,157	62,483				7.44%	0.75	10/1/06	N/M			12,705	SR/ST
Granath, Kimberly Miller	FR: Assoc Prof, Electronic Resources Librarian TO: No Change	Mansfield Library	51,364	53,419				4.00%	1	10/1/06	N	FY			
Granath, Willard	FR: Prof TO: No Change	Div of Biol Sci - Microbiology	62,887	65,402				4.00%	1	10/1/06	N			23,736	SR

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			From:	To:	From:	To:									
Greene, Erick	FR: Assoc Prof, Acting Assoc Dean TO: Prof, Acting Assoc Dean	Div of Biol Sci	90,000	95,000				5.56%	1	10/1/06	P	FY			
Green, Robert Hunter	FR: Asst Prof TO: No Change	History	48,000	48,000				0.00%	1						
Greene, Jeffrey	FR: Prof TO: No Change	Poli Sci	59,717	62,106				4.00%	1	10/1/06	N			11,108	ST/AT
Grey, Ramona	FR: Assoc Prof, Co-Dir Women's Studies TO: No Change	Poli Sci	50,497	52,517				4.00%	1	10/1/06	N				
Greymorning, Stephen	FR: Assoc Prof TO: Prof	Native Amer Studies/Ant hrop	52,401	59,497				13.54%	1	10/1/06	N/P				
Grimes, Mark	FR: Assoc Prof (Res) TO: No Change	Div of Biol Sci	59,150 86,630	61,516 90,095				4.00% 4.00%	0.75 0.25	10/1/06	N			21,908	SR
Grimm, Stephen	FR: Asst Prof TO: No Change	Philosophy	50,000	50,000				0.00%	1						
Gritzner, Jeffrey	FR: Prof, Chair TO: Prof	Geography	62,513	65,014	2,800	0		4.00%	1	8/23/2006 10/1/2006	O - Remove Stipend N			2,300	AR/SR AT
Grund, Vernon	FR: Prof, Chair (Res) Asst to the Vice Pres of Res & Devel for Health Sci TO: No Change	Biomed & Pharm Sci	107,814 138,173	112,127 143,700	3,600 6,500	3,900 6,500		4.00% 4.00%	1 0	10/1/06	N	FY			

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			From:	To:	From:	To:									
Haber, Paul	FR: Prof TO: No Change	Poli Sci	59,647	62,033				4.00%	1	10/1/06	N			13,255	ST
Haddad, Nabil	FR: Prof, Chair TO: No Change	Psychology	87,170	90,657	3,600	3,900		4.00%	1	10/1/06	N	FY			
Haddouch, Reda	FR: Instructor (Adjunct) WEB Coord TO: No Change	Mktg & Mgmt	36,000	37,440				4.00%	1	10/1/06	N				
Hahn, Christopher	FR: Asst Prof TO: No Change	Music	43,470	45,209				4.00%	1	10/1/06	N			500	SR
Halfpap, Jennifer	FR: Instructor TO: No Change	Math Sci	48,000	49,920				4.00%	1	10/1/06	N			2,526	SR
Hall, Robert Stuart	FR: Assoc Prof TO: No Change	Psychology	61,377	63,832				4.00%	1	10/1/06	N				
Halvorson, Sarah	FR: Assoc Prof TO: Assoc Prof, Chair	Geography	56,509	56,509	0	2,800		0.00%	1	8/23/06	O - Add Stipend Tenure		T	3,000	AT
			56,509	58,769	2,800	2,900		4.00%		10/1/06	N				
Hand, Carol	FR: Asst Prof TO: No Change	Social Work	48,645	50,591				4.00%	1	10/1/06	N			500	SR
Harper, Joel	FR: Asst Prof TO: No Change	Geology	49,680	53,667				8.03%	0.9	10/1/06	N/M			17,179	SR
			62,100	66,584				7.22%	0.1						
Harper-Whalen, Susan	FR: Instructor (Res) Co-Project Dir TO: No Change	Curr & Instr/Rural Institute	53,820	55,973				4.00%	1	10/1/06	N	FY		11,244	AT/SP
Harrar, Solomon	FR: Asst Prof TO: No Change	Math Sci	64,000	64,000				0.00%	1						
Harris, Kari Jo	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	77,625	80,730				4.00%	1	10/1/06	N			28,802	SR
Harrison, Brady	FR: Assoc Prof TO: Prof	English	58,823	66,176				12.50%	1	10/1/06	N/P				

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			From:	To:	From:	To:									
Hassanein, Neva	FR: Assoc Prof TO: No Change	Environ Studies	49,096	53,060				8.07%	1	10/1/06	N/M O - Tenure		T		
Hauer, F. Richard	FR: Prof TO: No Change	Flathead Lake Biol Station	90,445	94,063	17,570	17,570		4.00%	0.73	10/1/06	N	FY			
			119,840	124,634					4.00%	0.27					
Hay, Jesse	FR: Assoc Prof TO: No Change	Div of Biol Sci	55,285	57,496				4.00%	0.5	10/1/06	N			39,751	SR
			90,475	94,094					4.00%	0.5					
Hayden, Sara	FR: Prof TO: No Change	Communication Studies	56,056	58,298				4.00%	1	10/1/06	N			8,557	ST/SR
Hayes, Louis	FR: Prof TO: No Change	Poli Sci	75,191	78,199				4.00%	1	10/1/06	N			13,320	ST/SR
Headlee, James	FR: Level IV TO: No Change	Coll of Tech - Industrial Tech	52,997	55,117				4.00%	1	10/1/06	N				
Hedquist, Valerie	FR: Assoc Prof TO: No Change	Art	46,575	48,438				4.00%	1	10/1/06	N				
Henderson, Colin	FR: Level III TO: No Change	Coll of Tech - Applied Arts & Sci	42,348	46,042				8.72%	1	10/1/06	N/M		T	15,841	SR
			75,468	80,487					6.65%	0					
Hendrix, Marc	FR: Prof TO: No Change	Geology	60,831	63,264				4.00%	1	10/1/06	N			24,586	ST/SR /AR
Henry, Joel	FR: Assoc Prof TO: Prof	Computer Sci	75,740	83,770				10.60%	1	10/1/06	N/P			30,411	SR/AR /O
Herbold, Joshua	FR: Asst Prof TO: No Change	Acct & Fin	84,000	87,360				4.00%	1	10/1/06	N			18,225	AR/SR
Herron, Terri	FR: Assoc Prof TO: Assoc Prof, Chair	Acct & Fin	80,499	80,499	0	3,200		0.00%	1	8/23/06	O - Add Stipend			10,246	ST/SR /AT
			80,499	85,719	3,200	3,400			6.48%		10/1/06	N/M			
Hesla, Steven	FR: Prof TO: No Change	Music	58,812	61,164				4.00%	1	10/1/06	N			500	SR
Higgins, Kathryn Elaine	FR: Assoc Prof, Asst Catalog Librarian TO: No Change	Mansfield Library	51,785	53,856				4.00%	1	10/1/06	N	FY			

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			From:	To:	From:	To:									
Hill, Karen	FR: Level IV, Chair TO: No Change	Coll of Tech - Applied Arts & Sci	50,260	52,270	3,500	3,500		4.00%	1	10/1/06	N			2,750	ST
Hines, Samantha	FR: Asst Prof, Media Librarian TO: No Change	Mansfield Library	38,088	39,612				4.00%	1	10/1/06	N	FY			
Hinman, Nancy	FR: Assoc Prof TO: No Change	Geology	50,805	52,837				4.00%	1	10/1/06	N			19,599	AT/SR
Hinricher, Carol	FR: Level IV TO: No Change	Coll of Tech - Bus Tech	52,228	54,317				4.00%	1	10/1/06	N				
Hirstein, James	FR: Prof TO: No Change	Math Sci	62,834	65,347				4.00%	1	10/1/06	N			10,359	AR/ST
			88,176	91,703				4.00%	0						
Hoas, Helena	FR: Assoc Prof (Res/Adjunct) TO: No Change	Psychology	83,318	86,651				4.00%	1	10/1/06	N	FY			
Holben, William	FR: Prof TO: No Change	Div of Biol Sci	62,493	64,993				4.00%	0.9	10/1/06	N			43,605	SR/AR/O
			99,298	103,270				4.00%	0.1						
Holian, Andrij	FR: Prof, Dir Center for Environ Health Sci, Toxicology, Pharm Sci TO: No Change	Biomed & Pharm Sci	79,737	82,926				4.00%	0	10/1/06	N				
			116,471	121,130	5,000	5,000		4.00%	1	10/1/06	N				
Hollist, Dusten	FR: Asst Prof TO: No Change	Sociology	43,988	47,748				8.55%	1	10/1/06	N/M				
Horwich, John	FR: Prof TO: No Change	School of Law	101,358	105,412				4.00%	1	10/1/06	N			10,000	SR
Howell, David	FR: Asst Prof, Dir of Analysis & Appellate Advo TO: No Change	School of Law	72,450	75,348				4.00%	1	10/1/06	N			13,300	SR

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			From:	To:	From:	To:									
Hudgins, Gayle	FR: Prof TO: No Change	Pharm Practice	85,996	89,436				4.00%	1	10/1/06	N	FY		13,908	PM
Hughes, Richard	FR: Assoc Prof TO: Assoc Prof, Chair	Drama/ Dance	46,807	46,807	0	2,800		0.00%	1	8/23/06	O - Add Stipend			4,529	ST/AR/SR
			46,807	48,679	2,600	2,900		4.00%		10/1/06	N				
Hunt, John	FR: Assoc Prof TO: No Change	English	51,710	53,778				4.00%	1	10/1/06	N			3,492	AT
Hutto, Richard	FR: Prof TO: No Change	Div of Biol Sci	65,414	68,031				4.00%	1	10/1/06	N			24,690	SR
				90,000							7/1/06	O - New Res Base			
Hutz, Aida	FR: Asst Prof TO: No Change	Ed Leadership & Counsel	45,023	48,824				8.44%	1	10/1/06	N/M			4,960	ST
Ikeda, Elizabeth	FR: Assoc Prof TO: No Change	Phy Ther & Rehab Sci	66,293	70,945				7.02%	1	8/23/06 10/1/06	O - FTE Change N/M			253	SR
Itagaki, Lynn	FR: Asst Prof TO: No Change	English	48,645	50,591				4.00%	1	10/1/06	N			3,917	ST
Jabour, Anya	FR: Prof TO: No Change	History	55,266	57,477				4.00%	1	10/1/06	N			8,535	ST/SR
Jackson, Darrell	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	62,100	64,584				4.00%	1	10/1/06	N			23,439	SR
Jacobs, James	FR: Prof TO: No Change	Physics & Astron	62,003	64,483				4.00%	1	10/1/06	N			770	ST
Jacobson, Maxine	FR: Assoc Prof TO: No Change	Social Work	53,461	55,599				4.00%	1	10/1/06	N				
Jakes, Penny	FR: Level IV TO: No Change	Coll of Tech - Applied Computing & Electronics	51,451	53,509				4.00%	1	10/1/06	N			4,211	O
Jakob, Keith	FR: Asst Prof TO: Assoc Prof	Acct & Fin	79,380	85,055				7.15%	1	10/1/06	N/P O - Tenure		T	13,081	SR/AT
James, David	FR: Prof TO: No Change	Art	52,522	52,522				0.00%	1						

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			From:	To:	From:	To:									
James, Kimberly	FR: Asst Prof TO: No Change	Music	42,000	43,680				4.00%	1	10/1/06	N				
Jeffrey, Balfour	FR: Prof TO: No Change	Psychology	55,931	58,168				4.00%	0.86	8/23/06 10/1/2006	O - FTE Change N				
Jenni, Catherine	FR: Prof, Chair TO: No Change	Ed Leadership & Counsel	62,534	65,035	3,200	3,400		4.00%	1	10/1/06	N			3,445	ST/SR
Johnson, Coburn	FR: Assoc Prof, Asst Cataloger TO: No Change	Mansfield Library	53,099	55,223				4.00%	1	10/1/06	N	FY		2,800	O
Johnson, Gregory	FR: Prof TO: No Change	Drama/ Dance	54,179	56,346				4.00%	1	10/1/06	N			7,935	SR/AT/O
Johnson, Jesse	FR: Asst Prof TO: No Change	Computer Sci	72,968	77,887				6.74%	1	10/1/06	N/M			9,262	SR
Jones, Belva	FR: Assoc Prof, Chair TO: No Change	Info Sys & Tech	83,619	86,964	2,800	3,200		4.00%	1	8/23/06	O - Stipend increase			9,856	ST/SR
			83,619	86,964	3,200	3,400		4.00%		10/1/06	N				
Judd, Ralph	FR: Prof TO: No Change	Div of Biol Sci	72,364	75,259				4.00%	1	10/1/06	N			5,500	SR
Justman, Stewart	FR: Prof TO: No Change	English	78,466	83,605				6.55%	1	10/1/06	N/M				
Kalachev, Leonid	FR: Prof TO: No Change	Math Sci	65,907	68,543				4.00%	1	10/1/06	N			5,492	ST
Kalm, Stephen	FR: Prof, Chair TO: No Change	Music	74,006	76,966	3,600	3,900		4.00%	1	10/1/06	N	FY			
Kamp, Ulrich	FR: Asst Prof TO: No Change	Geography	49,000	50,960				4.00%	1	10/1/06	N			5,400	SR
Kane, Kathleen	FR: Assoc Prof TO: No Change	English	47,680	49,587				4.00%	1	10/1/06	N O - Tenure		T		
Kaufmann, Karen	FR: Assoc Prof TO: No Change	Drama/ Dance	45,085	46,888				4.00%	1	10/1/06	N			13,277	ST/SR

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			From:	To:	From:	To:									
Kavanaugh, Michael	FR: Prof (Res) TO: No Change	Biomed & Pharm Sci - Neurophysiology	70,898	73,734				4.00%	0.26	10/1/06	N O - Tenure FTE Change		T	27,351	SR
			94,185	97,952				4.00%	0.74						
Kayll, Peter	FR: Prof TO: No Change	Math Sci	65,638	68,264				4.00%	1	10/1/06	N				
Kerr, David	FR: Lecturer (Adjunct) TO: No Change	Anthrop	34,673	36,060				4.00%	1	10/1/06	N			2,889	ST
Kia, Ardeshir	FR: Asst Prof TO: No Change	Geography	45,000	46,800				4.00%	1	10/1/06	N			4,052	ST/SP/SR
Kiely, Donald	FR: Prof, Dir Shafizadeh Ctr TO: No Change	Chem	95,862	99,696				4.00%	1	10/1/06	N			39,496	SR
			113,850	118,404				4.00%	0						
Kimball, John	FR: Assoc Prof (Res) TO: No Change	Flathead Lake Biol Station	63,630	66,175				4.00%	0.5	10/1/06	N	FY			
			93,978	97,737				4.00%	0.5						
Kinch, Ashby	FR: Asst Prof TO: No Change	English	45,540	49,362				8.39%	1	10/1/06	N/M				
King-Ries, Andrew	FR: Asst Prof TO: No Change	School of Law	72,450	72,550				0.14%	1	10/1/06	O - Base Change		P	6,500	SR
Klene, Anna	FR: Asst Prof TO: No Change	Geography	45,540	47,362				4.00%	1	10/1/06	N				
Klink, Joanna	FR: Assoc Prof TO: No Change	English	48,796	52,748				8.10%	1	10/1/06	N/M				
Knight, Christopher	FR: Assoc Prof, Chair TO: Prof	English	68,082	55,805	3,600	0		-	1	8/23/06	O - Remove Stipend, Moved From FY to AY			8,028	ST
			55,805	63,037					12.96%		10/1/06	N/P			

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			From:	To:	From:	To:									
Knott, Libby J.	FR: Assoc Prof TO: No Change	Math Sci	56,267	58,518				4.00%	0.5	10/1/06	N O - FTE Change			5,823	SR
			75,341	78,355				4.00%	0						
Koehn, Peter	FR: Prof TO: No Change	Poli Sci	72,855	75,769				4.00%	1	10/1/06	N			7,071	SR/ST
Koester, Lynne	FR: Prof TO: No Change	Psychology	82,652	85,958				4.00%	1	10/1/06	N				
Koger, Gregory	FR: Asst Prof TO: No Change	Poli Sci	46,058	47,900				4.00%	1	10/1/06	N			800	SR
Kozul, Mladen	FR: Asst Prof TO: No Change	Modern & Classical Langs & Literatures	51,000	51,000				0.00%	1						
Kuipers, Kathy	FR: Asst Prof TO: No Change	Sociology	45,540	47,362				4.00%	1	10/1/06	N				
Kukuk, Penelope	FR: Prof (Res) TO: No Change	Div of Biol Sci	58,650	60,996				4.00%	1	10/1/06	N			22,750	SR/O
				80,000							8/23/06	O - New ResBase			
Kupilik, Michael	FR: Assoc Prof TO: No Change	Econ	51,006	53,046				4.00%	1	10/1/06	N			19,057	AT/ST
Kuzihchin, Kirill	FR: Assoc Prof (Res) TO: No Change	Flathead Lake Biol Station	51,750	53,820				4.00%	0.5	10/1/06	N				
LaBonty, Janice	FR: Prof TO: No Change	Curr & Instr	62,215	66,704				7.22%	1	10/1/06	N/M			6,185	ST/AT
Lanchy, Jean	FR: Asst Prof (Res) TO: No Change	Div of Biol Sci	52,000	54,080				4.00%	1	10/1/06	N				
Lane, Richard	FR: Instructor (Adjunct) TO: No Change	Math Sci	38,021	39,542				4.00%	1	10/1/06	N			2,112	ST
Larson, Brian	FR: Level I TO: No Change	Coll of Tech - Bus Tech	36,470	37,929				4.00%	1	10/1/06	N			5,400	ST/AT
Larson, Gregory	FR: Assoc Prof TO: No Change	Communication Studies	49,593	53,577				8.03%	1	10/1/06	N/M			9,951	ST/SR

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			From:	To:	From:	To:									
Laskin, James	FR: Assoc Prof TO: No Change	Phy Ther & Rehab Sci	66,894	69,570				4.00%	1	10/1/06	N			4,200	SR/AT
Laughlin, Donnie	FR: Level I TO: No Change	Coll of Tech - Industrial Tech	39,433	39,433				0.00%					NT	1,906	SR
Lauren, Paul	FR: Regent's Prof TO: No Change	History	116,024	120,665				4.00%	1	10/1/06	N				
Lawrence, Cameron	FR: Asst Prof TO: No Change	Info Sys & Tech	83,318	86,651				4.00%	1	10/1/06	N			6,943	ST
Lawson, Angelica	FR: Instructor TO: Asst Prof	Native Amer Studies	44,505	49,505				11.23%	1	8/23/06	O - Degree Complete			14,584	ST
			49,505	51,485				4.00%		10/1/06	N				
Ledbetter, Robert	FR: Assoc Prof TO: Prof	Music	50,221	57,230				13.96%	1	10/1/06	N/P	Fy (11)		1,002	O/SR
Leonard, Charles	FR: Prof TO: No Change	Phy Ther & Rehab Sci	79,967	83,166				4.00%	1	10/1/06	N				
Levison, David	FR: Asst Prof (Adjunct) TO: No Change	Phy Ther & Rehab Sci	55,265	57,476				4.00%	1	10/1/06	N			24,254	ST/AT/O
Li, Fengru Ford	FR: Asst Prof TO: No Change	Mktg & Mgmt	72,968	75,887				4.00%	1	10/1/06	N			3,528	AT/SR
Li, Sheng	FR: Asst Prof TO: No Change	Phy Ther & Rehab Sci	62,100	64,584				4.00%	1	10/1/06	N			23,440	SR
Liikala, Sherry	FR: Instructor (Adjunct) TO: No Change	Mktg & Mgmt	37,778	42,000				11.18%	1	8/23/06	O - Base Change			4,500	ST
Lo, Elizabeth	FR: Prof TO: No Change	Art	67,318	72,011				6.97%	1	10/1/06	N/M				
Lockridge, Kenneth	FR: Prof TO: No Change	History	92,831	96,544				4.00%	0.5	10/1/06	N				

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			From:	To:	From:	To:										
Lodahl, Ross	FR: Level II TO: No Change	Coll of Tech - Culinary Arts	38,825	40,378				4.00%	1	10/1/06	N					
Lodmell, John	FR: Assoc Prof TO: No Change	Div of Biol Sci	52,196	54,284				4.00%	0.75	10/1/06	N			23,440	SR	
			70,024	72,825				4.00%	0.25							
Loisel, Clary	FR: Assoc Prof TO: No Change	Modern & Classical Langs & Literatures	52,748	54,858				4.00%	1	10/1/06	N			4,396	ST	
Lopach, James	FR: Prof, Faculty Athletics Rep TO: Prof, Chair Faculty Athletics Representative	Poli Sci	79,806	79,806	2,150	2,500		0.00%	1	9/1/2006 8/23/06	O - Stipend Increase Add Stipend					
			79,806	82,998	3,200	3,400			4.00%		10/1/06	N				
Lopez-Connor, Manolita	FR: Instructor (Adjunct) TO: No Change	Modern & Classical Langs & Literatures	26,973	28,052				4.00%	0.87	8/23/06	N					
Lorang, Mark	FR: Asst Prof (Res) TO: No Change	Div of Biol Sci	58,724	61,073				4.00%	1	10/1/06	N					
			91,391	95,047				4.00%	0							
Lowe, Winsor	FR: Asst Prof TO: No Change	Div of Biol Sci	46,575	48,438				4.00%	0.81	10/1/06	N			9,631	SR	
Luckowski, Jean	FR: Prof TO: No Change	Curr & Instr	62,368	64,863				4.00%	1	10/1/06	N			10,291	ST/O	
Luikart, Gordon	FR: Assoc Prof (Res) TO: No Change	Div of Biol Sci	45,000	46,800				4.00%	1	10/1/06	N	FY				
Lundt, John	FR: Prof TO: No Change	Ed Leadership & Counsel	62,442	64,940				4.00%	1	10/1/06	N			19,452	ST/O /AT	
			107,926	112,243				4.00%	0							

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			From:	To:	From:	To:									
Lurie, Diana	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	61,726	66,195				7.24%	0.61	10/1/2006 8/23/06	N/M O - FTE Change			25,235	SR
			87,872	93,387				6.28%	0.39						
Lutz, Louis	FR: Instructor (Adjunct) TO: No Change	Math Sci	29,498	30,678				4.00%	1	10/1/06	N				
Macgregor, Lyn	FR: Instructor TO: No Change	Sociology	46,500	48,360				4.00%	1	10/1/06	N				
Machek, Gregory	FR: Asst Prof TO: No Change	Psychology	47,000	48,880				4.00%	1	10/1/06	N			7,222	ST/SR
			75,000	78,000				4.00%	0						
MacDonald, Douglas	FR: Asst Prof TO: No Change	Anthrop	48,500	48,500				0.00%	1						
Major, Colleen	FR: Asst Prof Ref Lib, Ethnic Studies/ Multicultural Coord TO: No Change	Mansfield Library	38,606	40,150				4.00%	1	10/1/06	N	FY		1,700	O
Mallory, Cathryn	FR: Assoc Prof TO: No Change	Art	45,235	47,044				4.00%	1	10/1/06	N				
Maloney, Theodore	FR: Asst Prof (Res) TO: No Change	Curr & Instructon/ Rural Institute	70,520	73,341				4.00%	0.55	10/1/06	N				
Manuel, Timothy	FR: Prof TO: No Change	Acct & Fin	90,205	95,813				6.22%	1	10/1/06	N/M			9,938	ST
Marko, Marton M.	FR: Asst Prof TO: No Change	Modern & Classical Langs & Literatures	47,000	47,000				0.00%	1						
Marks, Jeffrey	FR: Asst Prof (Res/Adjunct) TO: No Change	MT Cooperative Wildlife Res Unit	56,178	58,425				4.00%	0.8	10/1/06	N	FY			

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			From:	To:	From:	To:									
Maron, John	FR: Assoc Prof TO: No Change	Div of Biol Sci	56,408	60,664				7.55%	1	8/23/06 10/1/06	O - FTE Change N/M			12,334	SR
Martin, Brooke	FR: Asst Prof (Res/Adjunct) TO: No Change	Chem	68,152	70,878				4.00%	0.78	10/1/06	N	FY			
Mattina, Anthony	FR: Prof TO: No Change	Anthrop	72,301	75,193				4.00%	1	10/1/06	N			5,629	SR
Mayer, Michael	FR: Prof TO: No Change	History	55,412	57,628				4.00%	1	10/1/06	N			4,462	ST
McAuliffe, Dennis	FR: Assoc Prof TO: No Change	School of Journalism	63,003	65,523				4.00%	1	10/1/06	N			3,125	SR
McCann, Steve	FR: Asst Prof, Digital Proj Librar TO: No Change	Mansfield Library	38,813	40,366				4.00%	1	10/1/06	N	FY			
McCaw, William	FR: Assoc Prof TO: No Change	Ed Leadership & Counsel	55,786	58,017				4.00%	1	10/1/06	N			32,573	AT/O/ST
McClintock, Michael	FR: Prof TO: No Change	English	58,462	60,800				4.00%	1	10/1/06	N			9,579	ST
McCool, Stephen	FR: Prof, Acting Assoc Dean, Interim Assoc Dir MT Forest & Conserv Exp Station TO: No Change	Coll of Forestry & Conserv	82,422	85,719				4.00%	1	10/1/06	N			26,750	SR
McCrea, Donna	FR: Asst Prof, Univ Archivist TO: No Change	Mansfield Library	38,606	40,150				4.00%	1	10/1/06	N	FY		750	O
McDonald, Roger	FR: Prof TO: No Change	Music	57,778	60,089				4.00%	1	10/1/06	N				

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			From:	To:	From:	To:									
McGraw, Maureen	FR: Asst Prof (Res) TO: No Change	Physics & Astron	47,707	49,615				4.00%	1	10/1/06	N			8,681	SR
				67,500							8/23/06	O - New Res Base			
McGregor, Gail	FR: Prof (Res) Prog Dev Rural Inst TO: No Change	Curr & Instr	74,646	77,632				4.00%	1	10/1/06	N			28,175	SR
McGuirl, Michele	FR: Asst Prof TO: No Change	Div of Biol Sci	43,160	44,886				4.00%	0.5	10/1/06	N			19,338	SR
				51,233	53,282				4.00%	0.5					
McKay, Kimber (Haddix)	FR: Asst Prof TO: Assoc Prof	Anthrop	44,439	48,717				9.63%	1	10/1/06	N/P		T	2,500	AR/SR
McKenna, Marian	FR: Prof TO: No Change	Curr & Instr	60,628	63,053				4.00%	1	10/1/06	N			249	AT
McKeown, Ashley	FR: Asst Prof TO: No Change	Anthrop	46,575	48,438				4.00%	1	10/1/06	N			13,345	AT/ST/SR
McKusick, James	FR: Prof, Dean TO: No Change	Davidson Honors Coll/English	94,000	94,000				0.00%	1	7/1/06	O - Tenure		T		
McNamer, Deirdre	FR: Prof TO: No Change	English	65,102	67,706				4.00%	1	10/1/06	N				
McNulty, Jennifer	FR: Prof TO: No Change	Math Sci	63,492	66,032				4.00%	1	10/1/06	N				
McRae, D. George	FR: Prof TO: No Change	Math Sci	68,646	71,392				4.00%	1	10/1/06	N				
Medvetz, Mark	FR: Level II TO: No Change	Coll of Tech - Applied Arts & Sci	43,470	45,209				4.00%	1	10/1/06	N			2,100	ST/O
Micheletto, Vicki	FR: Level IV, Chair TO: Level IV	Coll of Tech - Bus Tech	50,815	52,848	3,500	0		4.00%	1	8/23/06 10/1/06	O - Remove Stipend N			2,500	ST
Millan, Luis	FR: Asst Prof, Dir of Univ Orchestras TO: No Change	Music	45,023	46,824				4.00%	1	10/1/06	N				

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			From:	To:	From:	To:									
Miller, Arthur	FR: Prof TO: No Change	Health & Human Perf	59,159	61,525				4.00%	1	10/1/06	N			15,040	ST/AT
Miller, Sarah	FR: Prof TO: No Change	Pharm Practice	87,973	91,492				4.00%	1	10/1/06	N	FY		500	AT
Miller, Scott	FR: Asst Prof TO: No Change	Div of Biol Sci	43,988	47,748				8.55%	1	10/1/06	N/M			9,698	SR
Mills, L. Scott	FR: Prof TO: No Change	Coll of Forestry & Conserv/Div of Biol Sci	76,937	80,014				4.00%	1	10/1/06	N			28,653	ST/SR
				92,324							8/23/06	O - New Res Base			
Minnick, Michael	FR: Prof TO: No Change	Div of Biol Sci	78,000	81,120				4.00%	1	10/1/06	N			27,390	SR
Miyashita, Mizuki	FR: Asst Prof (Adjunct) TO: Asst Prof	Anthrop	36,743	49,000				33.36%	1	8/23/06	O - Move to Tenure Position		P		
Mohr, J. Jacqueline	FR: Prof TO: No Change	Mktg & Mgmt	97,575	101,478				4.00%	1	10/1/06	N			18,265	ST/SR/O
Moisey, Richard	FR: Assoc Prof TO: No Change	Coll of Forestry & Conserv	53,614	55,759				4.00%	1	10/1/06	N			20,237	SR
Monsos, Michale	FR: Assoc Prof TO: No Change	Drama/ Dance	45,747	47,577				4.00%	1	10/1/06	N			3,921	SR
Montauban, Jannine	FR: Asst Prof TO: Assoc Prof	Modern & Classical Langs & Literatures	44,439	48,717				9.63%	1	10/1/06	N/P O - Tenure		T	5,963	ST
Moore, David	FR: Assoc Prof TO: No Change	English	54,421	56,598				4.00%	1	10/1/06					
Moore, Eddie	FR: Level IV TO: No Change	Coll of Tech - Applied Arts & Sci	53,407	55,543				4.00%	1	10/1/06	N			10,953	ST/AT/O
Moore, Johnnie	FR: Prof TO: No Change	Geology	80,059	83,261				4.00%	1	10/1/2006 8/23/06	N O - FTE Change				
			140,256	145,866					4.00%	0					

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			From:	To:	From:	To:									
Morrison, Susan	FR: Asst Prof (Res/Adjunct) TO: No Change	Psychology	47,093	48,977				4.00%	0.7	10/1/2006 7/1/06	N O - FTE Change	FY			
Morton, Donald	FR: Assoc Prof TO: No Change	Computer Sci	55,626	57,851				4.00%	1	10/1/06	N			3,000	AT
Morton, Jack	FR: Prof TO: No Change	Mktg & Mgmt	82,174	85,461				4.00%	1	10/1/06	N			6,424	AT/ST
Mudd, Michelle Bryan	FR: Asst Prof (Adjunct) TO: No Change	School of Law	44,000	45,760				4.00%	1	10/1/06	N				
Muench, Paul	FR: Instructor TO: Asst Prof	Philosophy	46,000	51,000				10.87%	1	8/23/06	O - Degree Competition		P		
Muir, Lois	FR: Provost TO: Prof	Psychology	134,600	110,328				- 18.03%	1	8/23/06	O - Move to Teunure Position Move from FY to AY				
Mulligan, Sarah	FR: Asst Prof (Res) TO: No Change	Curr & Instrucion	55,419	57,636				4.00%	0	10/1/06	N	FY			
			83,318	86,651				4.00%	1						
Mummey, Daniel	FR: Asst Prof (Res) TO: No Change	Div of Biol Sci	50,000	52,000				4.00%	0.88	10/1/06	N				
Munro, Gregory	FR: Prof TO: No Change	School of Law	96,658	100,524				4.00%	1	10/1/06	N			8,535	SR
Murphy, Michael	FR: Assoc Prof, Dir Media Arts TO: No Change	Fine Arts	55,770	58,001				4.00%	1	10/1/06	N			7,148	ST/SR
Murray, Kevin	FR: Lecturer (Adjunct) TO: No Change	Div of Biol Sci	41,000	42,640				4.00%	1	10/1/06	N				

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			From:	To:	From:	To:									
Muste, Christopher	FR: Asst Prof (Visiting) TO: Asst Prof	Poli Sci	40,000	48,000				20.00%	1	8/23/06	O - Move to Tenure Position		P	6,667	ST
Myers, Kimberly	FR: Instructor (Adjunct) TO: No Change	Phy Ther & Rehab Sci	44,050	45,812				4.00%	1	10/1/06	N			9,791	ST/SR
Natelson, Robert	FR: Prof TO: No Change	School of Law	98,122	102,047				4.00%	1	10/1/06	N			5,000	SR
Naugle, David	FR: Assoc Prof TO: No Change	Coll of Forestry & Conserv	61,209	63,657				4.00%	1	10/1/06	N			21,758	SR/AT
				73,451						8/1/06	O - New Res Base				
Nichols, Charles	FR: Asst Prof TO: No Change	Music	40,883	44,518				8.89%	1	10/1/06	N/M			3,992	ST/O
Nickerson, Norma	FR: Prof (Res) TO: No Change	Coll of Forestry & Conserv	71,758	74,628				4.00%	1	10/1/06	N	FY		1,380	AR
Nie, Martin	FR: Assoc Prof TO: No Change	Coll of Forestry & Conserv	52,785	54,896				4.00%	1	10/1/06	N			2,878	SP/SR
Nielsen, Mary	FR: Level II TO: Level III	Coll of Tech - Health Professions	38,648	42,694				10.47%	1	10/1/06	N/P			4,364	AT/ST
Noe, Kelly Dawn	FR: Lecturer (Adjunct) TO: No Change	Modern & Classical Langs & Literatures	33,000	33,000				0.00%	1						
Noonan, Curtis	FR: Asst Prof TO: No Change	Biomed & Pharm Sci - Epidemiology	54,855	57,049				4.00%	1	10/1/06	N			20,705	SR
Nyman, Adam	FR: Asst Prof TO: Assoc Prof	Math Sci	49,093	53,557				9.09%	1	10/1/06	N/P			5,939	SR
O'Conner, Michael	FR: Lecturer (Adjunct) TO: No Change	Computer Sci	37,829	39,342				4.00%	1	10/1/06	N			3,099	ST

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			From:	To:	From:	To:									
Oelz, Erling	FR: Interim Dean, Prof TO: Prof, Dir	Mansfield Library	90,000	69,270				-	1	7/17/06	O - Interim Dean Appt Ended				
			69,270	72,041				4.00%		10/1/06	N				
Olson, Susan	FR: Level IV TO: No Change	Coll of Tech - Bus Tech	46,795	48,667				4.00%	1	10/1/06	N			9,239	ST
Olson, Timothy	FR: Level III TO: No Change	Coll of Tech - Bus Tech	42,905	44,621				4.00%	1	10/1/06	N			4,885	AT
Opitz, David	FR: Assoc Prof TO: Prof	Computer Sci	79,252	87,422				10.31%	0.25	10/1/06	N/P				
Pack, Robert	FR: Senior Lecturer (Adjunct) TO: No Change	English	65,000	67,600				4.00%	1	10/1/06	N				
Palmer, Christopher	FR: Assoc Prof (Res) TO: No Change	Chem	63,885	66,440				4.00%	0.9	10/1/06	N			30,276	SR
			80,213	83,422				4.00%	0.1						
Papanek-Miller, Mary Ann	FR: Prof, Chair TO: No Change	Art	65,000	67,600	3,200	3,400		4.00%	1	10/1/06	N O - Tenure		T	7,013	SR/O
Pape, Gregory	FR: Prof TO: No Change	English	62,424	64,921				4.00%	1	10/1/06	N				
Parker, Keith	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	57,526	59,827				4.00%	1	10/1/06	N			11,958	SR
			88,493	92,033				4.00%	0						
Patterson, David	FR: Prof TO: No Change	School of Law	118,378	123,113				4.00%	1	10/1/06	N				
Patterson, David	FR: Prof, Chair TO: No Change	Math Sci	78,051	81,173	3,600	3,900		4.00%	1	10/1/06	N	FY			
Patterson, Michael	FR: Assoc Prof TO: No Change	Coll of Forestry & Conserv	53,140	55,266				4.00%	1	10/1/06	N				
Paulson, Lucy Hart	FR: Asst Prof (Res) TO: No Change	Div of Ed Res & Service	60,123	62,528				4.00%	0.75	10/1/06	N			3,026	ST

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			From:	To:	From:	To:										
Pavilack, Joann	FR: Asst Prof TO: No Change	History	44,505	46,285				4.00%	1	10/1/06	N					
Pershous, Mark	FR: Asst Prof (Res) TO: No Change	Biomed & Pharm Sci - Molecular Genetics & Toxicology	49,929	51,926				4.00%	1	10/1/06	N			18,846	SR	
Peterson, Audrey	FR: Prof TO: Prof, Chair	Curr & Instr	66,401	66,401	0	3,600		0.00%	1	8/23/06	O - Add Stipend					
			66,401	69,057	3,600	3,900		4.00%		10/1/06	N					
Pfau, Jean	FR: Asst Prof (Res) TO: Asst Prof	Biomed & Pharm Sci	47,093	51,700				9.78%	1	10/1/06	O - Move to Tenure Position		P	17,675	ST/SR	
Phear, Nicolette	FR: Instructor (Adjunct) TO: No Change	Coll of Forestry & Conserv	30,118	31,323				4.00%	0.75	10/1/06	N					
Pletscher, Daniel	FR: Prof TO: No Change	Coll of Forestry & Conserv	86,142	89,588				4.00%	1	10/1/06	N			29,229	SR	
Poss, Mary	FR: Assoc Prof TO: No Change	Div of Biol Sci	53,157	55,283				4.00%	1	10/1/06	N			5,209	SR	
Potts, Donald	FR: Prof TO: No Change	Coll of Forestry & Conserv	68,976	71,735				4.00%	1	10/1/06	N			16,887	SR	
Poulsen, David	FR: Asst Prof (Res/Adjunct) TO: No Change	Biomed & Pharm Sci	48,490	50,430				4.00%	0	10/1/06	N			26,371	SR	
			69,863	72,658				4.00%	1							
Power, Thomas	FR: Prof, Chair TO: No Change	Econ	83,397	86,733	3,200	3,400		4.00%	1	10/1/06	N			25,486	ST/SR/O	
Prednewa, Ludmilla	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	58,845	61,199				4.00%	1	10/1/06	N					
Prentiss, Anna	FR: Assoc Prof TO: No Change	Anthrop	49,358	51,332				4.00%	1	10/1/06	N			21,214	AT/ST/AR/O	

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			From:	To:	From:	To:									
Preston, Ashley	FR: Level II (Adjunct) TO: No Change	Coll of Tech - Applied Arts & Sci	30,054	30,054				0.00%	0.8				NT		
Price, George	FR: Instructor (Adjunct) TO: No Change	Nat Amer Studies/History	27,119	28,204				4.00%	1	10/1/06	N				
Priestley, Nigel	FR: Assoc Prof TO: No Change	Chem	64,253	66,823				4.00%	1	10/1/06	N			19,145	SR
Proctor, Joseph Moore	FR: Prof TO: No Change	Drama/Dance	52,677	54,784				4.00%	1	10/1/06	N				
Putnam, Elizabeth	FR: Asst Prof TO: No Change	Biomed & Pharm Sci - Molecular Genetics & Toxicology	49,929	53,926				8.01%	1	10/1/06	N/M			18,846	SR
Queen, Lloyd	FR: Prof TO: No Change	Coll of Forestry & Conserv	83,874	87,229				4.00%	1	10/1/06	N			29,399	SR
Quintero, Gilbert	FR: Assoc Prof TO: No Change	Anthrop	53,000	53,000				0.00%	1						
Rabinovitch, Judith	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	82,374	85,669				4.00%	1	10/1/06	N				
Ragsdale, Amy Wilmott	FR: Prof TO: No Change	Drama/Dance	55,255	57,465				4.00%	1	10/1/06	N				
Ramey, Maxine	FR: Prof TO: No Change	Music	54,605	56,789				4.00%	1	10/1/06	N			500	SR
Randall, James	FR: Asst Prof TO: No Change	Music	43,470	45,209				4.00%	1	10/1/06	N			1,001	AT
Ravesloot, Craig	FR: Assoc Prof, Co-Dir Rural Inst TO: No Change	Psychology	66,483	69,142				4.00%	0.7	10/1/06	N	FY			

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			From:	To:	From:	To:										
Regel, Roy	FR: Prof TO: No Change	Acct & Fin	90,206	93,814				4.00%	1	10/1/06	N					
Reider, Barbara	FR: Assoc Prof TO: Prof	Acct & Fin	82,541	90,843				10.06%	1	10/1/06	N/P			19,646	ST/SR/AT	
Reimer, Eric	FR: Instructor (Adjunct) Asst Dir of Composition TO: Asst Prof	English	41,918	49,000				16.89%	1	8/23/06	O - Move to Tenure Position		P	1,900	SR	
Reimer, Yolanda	FR: Asst Prof TO: Assoc Prof	Computer Sci	74,968	80,467				7.34%	1	10/1/06	N/P			14,871	SR	
Reinholz, Larry	FR: Level I (Adjunct) TO: No Change	Coll of Tech - Heavy Equipment Operations	26,187	26,187				0.00%	1							
Reisenfeld, Daniel	FR: Asst Prof TO: No Change	Physics & Astron	48,645	52,591				8.11%	1	10/1/06	N/M			18,361	SR	
Renner-Fahey, Ona	FR: Asst Prof TO: No Change	Modern & Classical Langs & Literatures	42,953	46,671				8.66%	1	10/1/06	N/M			3,458	ST	
Renz, Jeffrey	FR: Asst Prof (Adjunct), Dir MT Defender Proj TO: Assoc Prof (Clinical), Dir MT Defender Proj	School of Law	68,528	78,528				14.59%	1	7/1/06	O - Base Change					
Rice, Steven	FR: Level IV TO: No Change	Coll of Tech - Electronics Tech	51,402	53,458				4.00%	1	10/1/06	N			9,178	SR	
Richards, Rebecca	FR: Prof TO: No Change	Sociology	58,638	60,984				4.00%	1	10/1/06	N					

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			From:	To:	From:	To:									
Richter, Scott	FR: Assoc Prof TO: No Change	Health & Human Perf	50,487	52,506				4.00%	1	10/1/06	N			5,610	ST
Rillig, Matthias	FR: Assoc Prof TO: No Change	Div of Biol Sci	58,613	62,958				7.41%	1	10/1/06	N/M			12,606	SR
Rippon, Thomas	FR: Prof TO: No Change	Art	66,723	69,392				4.00%	0.75	10/1/06	N				
Rivey, Michael	FR: Prof, Chair TO: No Change	Pharm Practice	76,659	81,725	3,200	3,400		6.61%	1	10/1/06	N/M	FY		5,000	O
Robbins, Jakayla	FR: Asst Prof TO: No Change	Math Sci	48,000	49,920				4.00%	1	10/1/06	N			2,526	SR
Roberts, Kevan	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci - Immunology	54,855	57,049				4.00%	1	10/1/06	N			20,705	SR
Robinson, Niki	FR: Level IV TO: No Change	Coll of Tech - Bus Tech	47,041	48,923				4.00%	1	10/1/06	N			3,050	ST/SR
Romero, Sergio	FR: Asst Prof TO: No Change	Sociology	43,470	45,209				4.00%	1	10/1/06	N			6,623	AT/ST
Roscoe, Matt	FR: Lecturer (Adjunct) TO: No Change	Math Sci	32,603	33,907				4.00%	1	10/1/06	N				
Rose, Stanley	FR: Prof TO: No Change	Modern & Classical Langs & Literatures	56,743	59,013				4.00%	1	10/1/06	N				
Rosenberg, Edward	FR: Prof TO: No Change	Chem	97,138	103,024				6.06%	1	10/1/06	N/M			16,187	SR
Rosenzweig, R. Frank	FR: Assoc Prof TO: No Change	Div of Biol Sci	66,613	69,278				4.00%	0.9	10/1/06	N			15,981	SR
			82,603	85,907				4.00%	0.1						
Ross, J.B. Alexander	FR: Prof TO: No Change	Chem	75,141	78,147				4.00%	0.63	10/1/06	N			13,318	SR
			124,718	129,707				4.00%	0.37						
Ruby, Brent	FR: Prof TO: No Change	Health & Human Perf	59,880	62,275				4.00%	0	10/1/06	N O - FTE Funding Change			16,245	AR/SR
			100,000	104,000				4.00%	1						

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			From:	To:	From:	To:									
Running, Steven	FR: Prof TO: No Change	Coll of Forestry & Conserv	90,179	95,786				6.22%	1	10/1/06	N/M			78,060	AR/SR/O
Ryan, Kathleen	FR: Asst Prof TO: No Change	English	52,000	54,080				4.00%	1	10/1/06	N			6,000	SR
Saha, Robin	FR: Asst Prof TO: No Change	Environ Studies	43,988	45,748				4.00%	1	10/1/06	N			3,000	AT
Sala, Anna	FR: Assoc Prof TO: No Change	Div of Biol Sci	54,321	58,494				7.68%	1	10/1/06	N/M			10,475	SR/AR
Samson, Sue	FR: Prof TO: No Change	Mansfield Library	58,294	60,626				4.00%	1	10/1/06	N	FY		2,800	O
Samuels, D. Scott	FR: Assoc Prof TO: No Change	Div of Biol Sci	58,983	61,342				4.00%	1	10/1/06	N			21,877	SR
Sare, Michele	FR: Level II TO: No Change	Coll of Tech - Health Professions	36,223	37,672				4.00%	1	10/1/06	N			6,750	SR/ST/O
Schantz, David	FR: Assoc Prof TO: No Change	Social Work	49,223	51,192				4.00%	1	10/1/06	N			16,215	ST/AR
Schlieter, Joyce	FR: Instructor (Adjunct) TO: No Change	Math Sci	30,365	31,580				4.00%	1	10/1/06	N				
Schuberg, Margaret	FR: Assoc Prof TO: No Change	Music	42,551	44,253				4.00%	1	10/1/06	N			750	SR/O
Schuldberg, David	FR: Prof TO: No Change	Psychology	64,182	68,749				7.12%	0.89	10/1/06	N/M			30,643	SR
			114,782	121,373				5.74%	0.11						
Schwarze, Steve	FR: Assoc Prof TO: No Change	Communication Studies	48,128	50,053				4.00%	1	10/1/06	N O - Tenure		T	8,084	ST
Scott, James	FR: Assoc Dean, Coll of Arts & Sci TO: Prof	Modern & Classical Langs & Literatures	80,221	65,755				-	1	8/23/06	O - Move to Tenure Position Move from FY to AY				
			65,755	68,385				4.00%		10/1/06	N				
Sears, James	FR: Prof TO: No Change	Geology	70,101	74,905				6.85%	1	10/1/06	N/M			11,729	ST

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			From:	To:	From:	To:									
Seekins, Tom	FR: Prof (Res), Assoc Dir Rural Inst TO: No Change	Psychology	72,450	75,348				4.00%	0.5	10/1/06	N O - Tenure		T	42,972	SR
			113,850	118,404				4.00%	0.5						
Seguchi, Noriko	FR: Asst Prof TO: No Change	Anthrop	43,988	45,748				4.00%	1	10/1/06	N				
Seielstad, Carl	FR: Asst Prof (Res) TO: No Change	Coll of Forestry & Conserv	50,000	52,000				4.00%	1	10/1/06	N				
Semanoff, Matthew	FR: Asst Prof TO: No Change	Modern & Classical Langs & Literatures	45,540	47,362				4.00%	1	10/1/06	n				
Shanley, Kathryn	FR: Assoc Prof, Chair TO: Assoc Prof	Native Amer Studies	82,337	85,630	2,800	0		4.00%	1	7/1/06 10/1/06	O - Remove Stipend N	FY			
Shay, Jeff	FR: Assoc Prof TO: No Change	Mktg & Mgmt	87,418	92,915				6.29%	1	10/1/06	N/M			12,906	AT/SR
Shepherd, David	FR: Asst Prof TO: No Change	Biomed & Pharm Sci	47,093	48,977				4.00%	0.67	10/1/2006 8/23/06	N O - FTE Funding Change			17,775	SR
			70,875	73,710				4.00%	0.33						
Sheriff, Steven	FR: Prof, Chair TO: No Change	Geology	73,656	76,602	3,200	3,400		4.00%	1	10/1/06	N			8,753	ST/SR
Sherman, David	FR: Assoc Prof TO: No Change	Philosophy	49,009	52,969				8.08%	1	10/1/06	N/M				
Shields, Wendy	FR: Assoc Prof TO: No Change	Psychology	46,493	48,353				4.00%	1	10/1/06	N O - Tenure		T		
Shinn, Naomi L.	FR: Instructor TO: No Change	Modern & Classical Langs & Literatures	42,000	42,000				0.00%	1						
Shively, David	FR: Asst Prof TO: No Change	Geography	46,575	48,438				4.00%	1	10/1/06	N			150	SP

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			From:	To:	From:	To:										
Shook, Robert	FR: Level IV TO: No Change	Coll of Tech - Industrial Tech	53,924	56,081				4.00%	1	10/1/06	N					
Shooshtari, Nader	FR: Prof, Chair TO: No Change	Mktg & Mgmt	98,298	102,230	3,600	3,900		4.00%	1	10/1/06	N			17,802	AT/ST	
Siebert, Steven	FR: Prof TO: No Change	Coll of Forestry & Conserv	62,116 67,810	64,601 70,522				4.00% 4.00%	0.67 0	10/1/06	N			300	SR	
Siler, Jocelyn	FR: Prof TO: No Change	English	62,694	65,202				4.00%	1	10/1/06	N			10,449	ST	
Sillars, Alan	FR: Prof, Chair TO: No Change	Communication Studies	67,964	72,683	2,800	2,900		6.94%	1	10/1/06	N/M					
Silverman, Paul	FR: Prof TO: No Change	Psychology	59,641	62,027				4.00%	1	10/1/06	N			10,600	ST	
Six, Diana	FR: Assoc Prof TO: No Change	Coll of Forestry & Conserv	63,841	68,395				7.13%	1	10/1/06	N/M			12,400	SR	
Skelton, Randall	FR: Prof TO: No Change	Anthrop	59,947	62,345				4.00%	1	10/1/06	N			8,165	AT/ST	
Slicer, Deborah	FR: Prof TO: No Change	Philosophy	56,715	58,984				4.00%	0.71	10/1/06	N					
Sloan, Deborah	FR: Level II TO: No Change	Coll of Tech - Applied Arts & Sci	40,000	41,600				4.00%	1	10/1/06	N					
Slotnick, Joshua	FR: Instructor (Adjunct) TO: No Change	Environ Studies	33,066	34,389				4.00%	0.92	10/1/06	N	FY				
Smith, Andrew	FR: Asst Prof TO: No Change	Drama/Dance	45,000	46,800				4.00%	1	10/1/06	N					
Smith, Garon	FR: Prof TO: No Change	Chem	67,636	72,341				6.96%	1	10/1/06	N/M			6,136	ST	
Smith, Jerry	FR: Assoc Prof TO: No Change	Biomed & Pharm Sci	65,818	68,451				4.00%	1	10/1/06	N	FY				

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			From:	To:	From:	To:									
Smith, Maylinn	FR: Asst Prof, Dir Indian Law Clinic TO: No Change	School of Law	72,450	75,348				4.00%	1	10/1/06	N			8,000	SR
Snyder, Frederick	FR: Prof, Assoc Dean TO: No Change	School of Law	103,143	107,269	8,750	8,750		4.00%	1	10/1/06	N	FY			
Sobieszek, Teresa	FR: Asst Prof TO: No Change	Sociology	47,023	48,904				4.00%	1	10/1/06	N			13,437	ST/AT/SR
Sohlberg, Kristin	FR: Instructor (Adjunct) TO: No Change	Acct & Fin	27,621	28,726				4.00%	1	10/1/06	N				
Sommers-Flanagan, John	FR: Asst Prof TO: Assoc Prof	Ed Leadership & Counsel	49,093	53,557				9.09%	1	10/1/06	N/P			5,876	ST
Sommers-Flanagan, Rita	FR: Prof, Dir of Women's Studies TO: Prof, Interim Dir Intercultural Youth & Family Dev	Ed Leadership & Counsel	70,516	75,337				6.84%	1	10/1/06	N/M				
Sondag, K. Ann	FR: Prof TO: No Change	Health & Human Perf	64,295	66,867				4.00%	1	10/1/06	N			1,736	SR
Sorenson, Larry (Dean)	FR: Prof TO: No Change	Ed Leadership & Counsel	62,064	64,547				4.00%	1	10/1/06	N			46,441	AT/O/ST
Souza, Regina	FR: Lecturer (Adjunct) TO: No Change	Math Sci	35,190	36,598				4.00%	1	10/1/06	N				
Spencer, Dan	FR: Assoc Prof (Adjunct) TO: Asst Prof	Environ Studies	37,503	50,000				33.32%	1	8/23/06	O - Move to Tenure Position		P	350	SR
Sponberg, Alan	FR: Prof TO: No Change	Liberal Studies	65,579	68,202				4.00%	1	8/23/06 10/1/06	O - LWOP N				

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			From:	To:	From:	To:									
Spores, John	FR: Prof, Chair TO: No Change	Social Work	69,322	72,095	3,200 5,000	3,400 5,000		4.00%	1	10/1/06	N			9,036	ST
Spruell, Paul	FR: Asst Prof (Res/Adjunct) TO: No Change	Div of Biol Sci	40,911	42,547				4.00%	1	10/1/06		FY			
Sriraman, Bharath	FR: Asst Prof TO: Assoc Prof	Math Sci	60,128	65,033				8.16%	1	10/1/06	N/P			13,636	SR/ST
St. George, Gregory	FR: Assoc Prof TO: No Change	Math Sci	53,867	56,022				4.00%	1	10/1/06	N				
Stanley, George	FR: Prof TO: No Change	Geology	71,957	76,835				6.78%	1	10/1/06	N/M			8,181	SR
Stanton, Thomas	FR: Level III TO: No Change	Coll of Tech - Bus Tech	46,488	48,348				4.00%	1	10/1/06	N O - Tenure		T		
Stark, Wendy	FR: Asst Prof TO: No Change	Drama/ Dance	45,000	45,000				0.00%	1						
Steele, Brian	FR: Assoc Prof TO: No Change	Math Sci	47,938	49,856				4.00%	1	10/1/06	N			5,326	ST
Stiff, Steven	FR: Level II TO: No Change	Coll of Tech - Electronics Tech	39,848	41,442				4.00%	1	10/1/06	N			2,813	ST
Stolle, Darrell	FR: Assoc Prof TO: No Change	Curr & Instruciton	49,163 89,528	51,130 93,109				4.00% 4.00%	0.8 0.2	10/1/06	N			29,032	ST/SR
Stone, Emily	FR: Assoc Prof TO: No Change	Math Sci	60,030	62,431				4.00%	1	10/1/06	N			18,993	SR/AR
Strelnik, Linda	FR: Level II TO: No Change	Coll of Tech - Health Professions	34,386	35,761				4.00%	1	10/1/06	N			9,000	AT
Stroethoff, Karel	FR: Prof TO: No Change	Math Sci	66,476	69,135				4.00%	1	10/1/06	N			5,852	ST/SR
Sugden, Kent	FR: Assoc Prof TO: No Change	Chem	51,300 73,156	53,352 76,082				4.00% 4.00%	1 0	10/1/06	N				

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			From:	To:	From:	To:										
Sukheash vili, Maia	FR: Instructor (Visiting) TO: No Change	Modern & Classical Langs & Literatures	26,187	27,234				4.00%	0.69	10/1/06	N					
Swallow, Lisa	FR: Level IV TO: No Change	Coll of Tech - Bus Tech	48,864	50,819				4.00%	1	10/1/06	N			6,193	SR/ST/AT	
Swaney, Gyda	FR: Asst Prof TO: No Change	Psychology	49,929	53,926				8.01%	1	10/1/06	N/M			27,712	SR/O/AT/PM/ST	
Swibold, Dennis	FR: Prof TO: No Change	School of Journalism	59,561	61,943				4.00%	1	10/1/06	N			766	SR/O	
Szalda-Petree, Allen	FR: Assoc Prof TO: No Change	Psychology	64,086	66,649				4.00%	1	10/1/06	N			13,482	SR/O/PM/ST	
Tabish, Rhonda	FR: Level II TO: No Change	Coll of Tech - Bus Tech	41,006	42,646				4.00%	1	10/1/06	N			6,371	AT/ST	
Tachibana, Yuka	FR: Assoc Prof TO: No Change	Modern & Classical Langs & Literatures	49,223	51,192				4.00%	1	10/1/06	N					
Takada-Amick, Hiroko	FR: Instructor (Adjunct) TO: No Change	Modern & Classical Langs & Literatures	35,000	36,400				4.00%	1	10/1/06	N					
Tamura, Teresa	FR: Asst Prof TO: Assoc Prof	School of Journalism	41,918	46,095				9.96%	1	10/1/06	N/P					
Tangedahl, Lee	FR: Prof TO: No Change	Mktg & Mgmt	89,591	95,175				6.23%	1	10/1/06	N/M			7,213	ST	
Thibeau, Tully	FR: Asst Prof TO: No Change	Anthrop	44,439	46,217				4.00%	1	10/1/06	N			3,703	ST	
Thompson, Charles	FR: Prof TO: No Change	Biomed & Pharm Sci - Medical Chem & Toxicology	80,062	83,264				4.00%	0.75	10/1/06	N			40,881	SR	
			109,334	113,707				4.00%	0.25							

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			From:	To:	From:	To:									
Thompson, Holly	FR: Lecturer (Adjunct) TO: No Change	Chem	40,365	41,980				4.00%	1	10/1/06	N			3,364	ST
Tilton, Barbara	FR: Prof TO: No Change	Art	56,258	58,508				4.00%	1	10/1/06	N			9,376	ST
Tolleson Knee, Ryan	FR: Assoc Prof TO: No Change	Social Work	48,029	49,950				4.00%	0.67	10/1/06	N			5,829	SR
			59,236	61,605				4.00%	0.33						
Tonev, Toma	FR: Prof TO: No Change	Math Sci	63,484	68,023				7.15%	1	10/1/06	N/M				
Tonon, Margaret	FR: Asst Prof, Dir Student Affairs TO: No Change	School of Law	82,094	85,378	3,600	0		4.00%	1	8/23/2006 10/1/2006	O - Remove Stipend			8,000	SR
Toth, Susan	FR: Lecturer (Res) TO: No Change	Curr & Instr/Rural Institute	41,412	43,068				4.00%	1	10/1/06	N			2,180	SR
Tuleja, Noah	FR: Asst Prof TO: No Change	Drama/Dance	40,000	41,600				4.00%	1	10/1/06	N				
Twigg, Greg	FR: Asst Prof TO: No Change	Media Arts	45,000	46,800				4.00%	1	10/1/06	N			11,538	ST/SR
Uchimoto, Ejiro	FR: Prof TO: No Change	Physics & Astron	61,812	64,284				4.00%	1	10/1/06	N			4,293	ST
Uhlenbruck, Nikolaus	FR: Assoc Prof TO: No Change	Mktg & Mgmt	89,010	94,570				6.25%	1	10/1/06	N/M			19,617	AT/ST SR
Ulsafer, Carol	FR: Lecturer (Adjunct) TO: No Change	Math Sci	35,190	36,598				4.00%	1	10/1/06	N			1,889	ST
Unger, Kay Carol	FR: Prof TO: No Change	Econ	67,714	70,423				4.00%	1	10/1/06	N			5,452	ST
Valentin, Michael	FR: Assoc Prof TO: No Change	Modern & Classical Langs & Literatures	55,212	57,420				4.00%	1	10/1/06	N				

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			From:	To:	From:	To:									
van den Pol, Richard	FR: Prof, Dir Co-Teach, Ed Res & Services TO: No Change	Curr & Instr	58,035	60,356	2,686	2,686		4.00%	0	10/1/06	N			43,315	SR
			114,758	119,348					4.00%	1					
VanDriest, Robert	FR: Instructor (Adjunct) TO: No Change	Mktg & Mgmt	42,000	43,680				4.00%	1	10/1/06	N				
Vanita, Ruth	FR: Prof TO: No Change	Liberal Studies	58,053	62,375	2,667	0		7.44%	1	10/1/06	O - Remove Stipend N/M				
VanValkenburg, Carol	FR: Prof, Chair TO: No Change	School of Journalism	59,726	64,115	3,200	3,400		7.35%	1	10/1/06	N/M			1,572	SR
Venema, Sharon	FR: Asst Prof TO: Assoc Prof	School of Journalism	47,424	51,821				9.27%	1	10/1/06	N/P			264	SR
Venn, Tyron	FR: Asst Prof TO: No Change	Coll of Forestry & Conserv	52,000	54,080				4.00%	1	10/1/06	N			15,326	SR
Volkman, Karen	FR: Asst Prof TO: Assoc Prof	English	49,680	54,167				9.03%	1	10/1/06	N/P				
von Reichert, Christiane	FR: Assoc Prof TO: No Change	Geography	50,295	54,307				7.98%	1	10/1/06	N/M			4,434	ST
Vonessen, Nikolaus	FR: Prof TO: No Change	Math Sci	59,370	63,745				7.37%	1	10/1/06	N/M				
Waali, Edward	FR: Prof TO: No Change	Chem	82,393	85,689				4.00%	1	10/1/06	N				
Wafstet, Margaret	FR: Level IV TO: No Change	Coll of Tech - Health Professions	50,253	54,263				7.98%	1	10/1/06	N/M			428	SR
Wafstet, Robert	FR: Level IV TO: No Change	Coll of Tech - Health Professions	53,751	55,901				4.00%	1	10/1/06	N			7,771	ST

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			From:	To:	From:	To:									
Wakimoto, Ronald	FR: Prof, Chair TO: No Change	Coll of Forestry & Conserv	65,579	68,202	3,200	3,400		4.00%	1	10/1/06	N			11,537	ST/SR
Walker, John	FR: Level IV TO: No Change	Coll of Tech - Industrial Tech	48,656	52,602				8.11%	1	10/1/06	N/M				
Wallace, Kimberly	FR: Assoc Prof TO: No Change	Psychology	52,685	54,792				4.00%	1	10/1/06	N			16,281	SR
Walton, Richard	FR: Prof, Chair TO: No Change	Philosophy	58,870	61,225	3,200	3,400		4.00%	1	10/1/06	N			750	ST
Waltz, Jennifer	FR: Assoc Prof TO: No Change	Psychology	71,886	74,761				4.00%	0.5	10/1/06	N				
Ward, Tony	FR: Asst Prof (Res) TO: No Change	Biomed & Pharm Sci	47,000	48,880				4.00%	1	10/1/06	N			8,658	SR
Warden, Donald	FR: Level I TO: No Change	Coll of Tech - Health Professions	31,050	32,292				4.00%	1	10/1/06	N			7,753	ST
Ware, Andrew	FR: Prof TO: No Change	Physics & Astron	64,148	66,714				4.00%	1	10/1/06	N			15,959	SR
Wasta, Stephanie	FR: Assoc Prof TO: No Change	Curr & Instrucion	46,672	48,539				4.00%	1	10/1/06	N			9,276	AT/ST
Watson, Vicki	FR: Prof TO: No Change	Environ Studies	63,939	66,497				4.00%	1	10/1/06	N			4,225	SR
Weber, Joseph	FR: Prof TO: No Change	Acct & Fin	90,780	94,411				4.00%	1	10/1/06	N			10,087	ST
Weinlich, Barbara	FR: Asst Prof (Visiting) TO: No Change	Modern & Classical Langs & Literatures	40,000	41,600				4.00%	1	10/1/06	N			6,000	SR
Weix, Gretchen	FR: Prof TO: No Change	Anthrop	59,989	62,389				4.00%	1	10/1/06	N				
Wellenstein, Charles	FR: Asst Prof (Adjunct) TO: No Change	Social Work	37,023	38,504				4.00%	1	10/1/06	N			390	SR

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			From:	To:	From:	To:										
West, Philip	FR: Mansfield Prof TO: No Change	History	82,986	86,305				4.00%	1	10/1/06	N					
Westphal, Kathleen	FR: Lecturer (Adjunct) TO: No Change	Div of Biol Sci	42,435	44,132				4.00%	1	10/1/06	N			4,635	ST	
Wetzel, Scott	FR: Asst Prof TO: No Change	Div of Biol Sci	47,610	49,514				4.00%	1	10/1/06	N			4,600	SR	
Whiddon, Thomas	FR: Prof, Chair TO: No Change	Health & Human Perf	57,385	59,680	3,200	3,400		4.00%	1	10/1/06	N			7,943	ST	
Wiesniewski, Nadine	FR: Asst Prof (Adjunct) TO: No Change	Psychology	30,054	30,054				0.00%	0.8							
Wiley, Charles W.	FR: Lecturer (Adjunct) TO: No Change	School of Law	55,000	55,000				0.00%	1							
Williams, Patrick	FR: Prof TO: No Change	Music	61,752	64,222				4.00%	1	10/1/06	N			300	SR	
Williams, Sandra	FR: Asst Prof TO: No Change	Curr & Instr	44,439	46,217				4.00%	1	10/1/06	N			3,703	ST	
Williamson, James	FR: Asst Prof (Res) TO: No Change	Math Sci	53,251	55,381				4.00%	1	10/1/06	N			11,604	SR	
Wilson, Paul	FR: Prof TO: No Change	Geography	64,469	67,048				4.00%	1	10/1/06	N					
Wiltse, Jeffrey	FR: Asst Prof TO: No Change	History	43,988	47,748				8.55%	1	10/1/06	N/M			3,625	ST	
Winkler, Celia	FR: Assoc Prof TO: No Change	Sociology	50,991	53,031				4.00%	1	10/1/06	N			3,945	ST	
Wittekiend, Phillip	FR: Instructor (Adjunct) TO: No Change	Curr & Instr	44,505	46,285				4.00%	1	10/1/06	N			3,709	ST	
Woessner, William	FR: Regent's Prof TO: No Change	Geology	90,833	96,466				6.20%	1	10/1/06	N/M			10,518	SR	

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			From:	To:	From:	To:									
Woodruff, Carol	FR: Asst Prof (Adjunct) TO: No Change	Coll of Forestry & Conserv	33,638	34,984				4.00%	0.75	10/1/06	N			3,500	ST
Woods, Scott	FR: Asst Prof TO: No Change	Coll of Forestry & Conserv	43,693	47,441				8.58%	1	10/1/06	N/M			16,492	SR
Work, Clemens	FR: Prof, Graduate Dir TO: No Change	School of Journalism	57,107	59,391	2,000	2,000		4.00%	1	10/1/06	N				
Wright, Alden	FR: Prof, Chair TO: No Change	Computer Sci	88,412	91,948	3,200	3,400		4.00%	1	10/1/06	N			2,331	ST
Yilmaz, Hale	FR: Asst Prof (Adjunct) TO: No Change	History	37,000	38,480				4.00%	1	10/1/06	N				
Yokelson, Robert James	FR: Assoc Prof (Res) TO: No Change	Chem	62,333	64,826				4.00%	1	10/1/06	N	FY			
Yoo, Changwon	FR: Asst Prof TO: No Change	Biomed & Pharm Sci/Computer Sci	80,471	83,690				4.00%	1	10/1/06	N			14,099	SR
Yoshimura, Stephen	FR: Asst Prof TO: Assoc Prof	Communication Studies	45,023	49,324				9.55%	1	10/1/06	N/P			5,627	ST
Yung, Laurie	FR: Asst Prof, Dir of Wilderness Inst TO: No Change	Coll of Forestry & Conserv	58,000	60,320				4.00%	0.75	10/1/06	N	FY			
Zoellner, Kate	FR: Asst Prof, Reference Librarian TO: No Change	Mansfield Library	37,500	39,000				4.00%	1	10/1/06	N	FY			
Zuuring, Hans	FR: Prof, Chair TO: No Change	Coll of Forestry & Conserv	91,214	96,863	3,200	3,400		6.19%	1	10/1/06	N/M	FY			
TOTALS			43,238,584	45,848,544				6.04%							

III. ONE TIME BONUS ONLY

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NAME (Last, First)	Position / Title	Dept.	SALARY BASE (Based on 1.0 FTE, AY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
A. Administrators/Professionals/Coaches															
Nord, Kris	FR: Head Coach, Men's Tennis TO: No change	Intercollegiate Athletics	43,933	43,933	0	1,000		0.00%		8/1/2006	L - Runner Up Big Sky Title				
Steele, Brian	FR: Head Coach, Women's Golf TO: No Change	Intercollegiate Athletics	34,479	34,479	0	1,000		0.00%		8/1/2006	L - Conference Championship				
TOTALS			78,412	78,412				0.00%							
C. Post-Retirement															
NAME (Last, First)	TITLE/RANK	Dept.	SALARY (Based on .33FTE) (AY unless noted)			TERM OF HIRE									
Hyndman, Donald		Geology	9,806			1/17/2007 - 5/11/2007									
III. End of Employment / Leaves (Report only non-renewals per 711.1 & Leaves of Absence)															
NAME (First, Last)	Title/Rank	Dept.	Effective Date			REASON (If Leave of Absence)									
A. Administrators/Professionals/Coaches															
Krystkowiak, Larry	Head Coach, Men's Basketball	Intercollegiate Athletics	6/30/2006												
B. Faculty															
Andreason, Aaron	Prof	Mktg & Mgmt	Fall 2006			Sabbatical									
Appelbaum, Irene	Assoc Prof	Anthrop	8/23/06 - 5/12/07			Sabbatical									
Arens, Hiltrud	Assoc Prof	Modern & Classical Langs & Literatures	Fall 2006			Sabbatical									

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			From:	To:	From:	To:										
Ausland, Hayden	Prof	Modern & Classical Langs & Literatures	8/23/2006 - 5/12/2007				Sabbatical									
Barrett, Martin	Visiting Prof	Computer Sci	7/1/2006													
Belz, John W.	Asst Prof	Physics & Astron	5/13/2006													
Bergman, Jill	Assoc Prof	English	8/23/2006 - 5/12/2007				Sabbatical									
Blank, Lisa	Assoc Prof	Curr & Instr	Fall 2006				Sabbatical									
Borrie, William	Assoc Prof	Coll of Forestry & Conserv	8/23/2006 - 5/12/2007				Sabbatical									
Bruce, Heather	Assoc Prof	English	8/23/2006 - 5/12/2007				Sabbatical									

III. End of Employment / Leaves (Report only non-renewals per 711.1 & Leaves of Absence)

NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)
Burke, Bari	Prof	School of Law	8/23/2006 - 5/12/2007	Sabbatical
DeLuca, Thomas	Prof	Coll of Forestry & Conserv	9/3/2006	
Downs, Michael	Asst Prof (Visiting)	School of Journalism	8/23/2006 - 1/17/2007	Discretionary Leave
Dybdal, Laura	Assoc Prof	Health & Human Perf	Spring 2007	Sabbatical
Fromm, Martin	Prof	Art	8/23/2006 - 1/19/2007	Discretionary Leave
Gabet, Emmanuel	Asst Prof	Geology	8/17/2006	
Gleason, William	Level III	Coll of Tech - Indust Tech	8/11/2006	
Granath, Willard	Prof	Div of Biol Sci - Microbiolog y	8/23/2006 - 5/12/2007	Sabbatical
Griffing, Elizabeth	Visiting Asst Prof, Legal Writing	School of Law	6/1/2006	
Gritzner, Jeffrey A.	Prof	Geography	8/23/2006 - 5/12/2007	Sabbatical
Justman, Stewart	Prof	Liberal Studies Program	Spring 2007	Sabbatical
Knight, Christopher	Prof	English	Spring 2007	Sabbatical
Knowles, William	Prof	Radio-TV, School of Journalism	6/20/2006	
Koester, Lynne	Prof	Psychology	8/23/06 - 5/12/07	Sabbatical
Lodmell, Stephen	Assoc Prof	Div of Biol Sci	8/23/06 - 5/12/07	Sabbatical

III. End of Employment / Leaves (Report only non-renewals per 711.1 & Leaves of Absence)

NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)
McKenna, Marina	Prof	Curr & Instr	8/23/06 - 5/12/07	Sabbatical
Minnick, Michael	Prof	Div of Biol Sci	8/23/06 - 5/12/07	Sabbatical
Ostoyich, Kevin	Visiting Asst Prof	History	6/30/2006	
Prentiss, Anna	Assoc Prof	Anthrop	8/23/06 - 5/12/07	Sabbatical
Queen, Lloyd	Prof	Coll of Forestry & Conserv	Fall 2006	Sabbatical
Rippon, Thomas	Prof	Art	8/23/2006 - 1/19/2007	Discretionary Leave
Robbins, Jakayla	Asst Prof	Math Sci	8/23/2006 - 5/12/2007	Discretionary Leave
Robbins, Kristen	Adjunct Instructor	Pharm Practice	5/12/2006	
Schneider, Michael	Asst Prof	Physics & Astron	8/23/2006 - 5/12/2007	Discretionary Leave
Shanley, Kathryn	Assoc Prof	Native Amer Studies	8/23/06 - 5/12/07	Sabbatical
Sponberg, Alan	Prof	Liberal Studies Program	8/23/06 - 5/10/08	Discretionary Leave
Stroethoff, Karel	Prof	Math Sci	8/23/06 - 5/12/07	Sabbatical
Vanita, Ruth	Prof	Liberal Studies Program	8/23/2006 - 5/10/07	Discretionary Leave
Williams, Megan	Asst Prof	Liberal Studies Program	5/12/2006	
Winkler, Celia	Assoc Prof	Sociology	8/23/06 - 5/12/07	Sabbatical
Work, Clemens	Prof	School of Journalism	Spring 2007	Sabbatical

III. End of Employment / Leaves (Report only non-renewals per 711.1 & Leaves of Absence)

NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)	
Wrobel, Lisa	Level I	Coll of Tech - Health Professions	5/12/2006		

LEGEND

TENURE: _____ *IMPORTANT NOTE: Additional Comp is reported annually in September

NT = Nontenurable _____

P = Probationary _____ ^ Subject to continuation of federal funds, proprietary funds and/or grants.

T = Tenured _____

SALARY ADJUSTMENTS: _____

P = Promotion _____

L = Lump Sum Bonus _____

M = Merit _____

R = Retention _____

N = Normal _____

O = Other/Specify _____

EXTRA COMPENSATION: _____

T = Teaching _____

R = Res _____

G = Grant Admin _____

O = Other (provide brief explanation) _____

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			From:	To:	From:	To:										
I. NEW HIRES																
A. Administrators/Professionals/Coaches																
None																
B. Faculty																
Aspevic, James	Asst Prof	Health Care Informatics	51,000	50,000			(R) Kumar 8/16/2006	-1.96%	1.00							
Battle, Laurie	Asst Prof	Mathematics	62,262	46,000			(R) Lupkiewicz 8/16/2006	-26.12%	1.00							
Freebourn, James	Instructor, Level II	Information Technology, COT	35,720	36,994			(R) Crowther 8/16/2006	3.57%	1.00							
Geller, Gretchen	Instructor	Health, COT		36,994			(N) 8/16/2006		1.00							
Heath, Leo	Asst Prof	Petroleum Eng		55,000			(N) 8/16/2006		1.00			NT				
Lomax, David	Instructor	Carpentry, COT		33,327			(N) 8/16/06		1.00							
Ottolino, David	Asst Prof	Business & Information Technology	47,000	47,000			(R) Johnson 8/16/2006	0.00%	1.00							
Van Dyne, Michelle	Asst Prof	Computer Science	51,500	50,000			(R) Glassy 8/16/2006	-2.91%	1.00							
Williams, Brian	Instructor	Automotive Technology Program-COT	48,452	33,327			(R) Colhepp 8/16/2006	-31.22%	1.00							
C. Res. Faculty																
Douglas, Richard	Res. Prof	Biology		85,525						8/16/06-8/15/07						
Ganesan, Kumar	Res. Prof	Environmental Eng		104,869						8/16/06-8/15/07						
Jaansula, Kevin	Asst Res. Prof	Metallurgical & Materials Eng		71,156						8/16/06-8/15/07						
Kuenzi, Amy	Assoc Res. Prof	Biology		63,109						8/16/06-8/15/07						

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			From:	To:	From:	To:									
Link, Curtis	Res. Prof	Geophysical Eng		104,869						8/16/06-8/15/07					
Madigan, Bruce	Assoc Res. Prof	Metallurgical & Materials Eng		79,266						8/16/06-8/15/07					
Mitman, Grant	Res. Prof	Biology		98,825						8/16/06-8/15/07					
Morrison, John	Assoc Res. Prof	General Eng		79,707						8/16/06-8/15/07					
Trudnowski, Daniel	Res. Prof	General Eng		106,324						8/16/06-8/15/07					
Wahl, Neil	Res. Prof	General Eng		104,869						8/16/06-8/15/07					
II. CHANGES															
A. Administrators/Professionals/Coaches															
Johnson, Mike	FR: Vice Chan., Inst. Advancement & Dev; Pres, MT Tech Foundation TO: No change	Administration	85,000	88,400				4.00%	1.00	10/01/06					
Patton, Susan	FR: Vice Chan., Acad Affairs & Res. TO: No change	Administration	101,948	106,026				4.00%	1.00	10/01/06					
B. Faculty															
Amtmann, Kelly	FR: Asst Prof TO: No change	Nursing	44,190	45,958				4.00%	1.00	10/01/06					
Appleman, Richard	FR: Prof TO: No change	Environmental Eng	72,511	75,411				4.00%	1.00	10/01/06					
Brophy, Maureen	FR: Asst Prof TO: No change	Nursing	50,805	52,837				4.00%	1.00	10/01/06					
Conrad, Paul	FR: Asst Prof TO: No change	Mining Eng	57,443	59,741				4.00%	1.00	10/01/06					
Donovan, Richard	FR: Asst Prof TO: No change	General Eng	52,016	54,097				4.00%	1.00	10/01/06					

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			From:	To:	From:	To:										
Downey, Jerome	FR: Asst Prof TO: No change	Metallurgical and Materials Eng	55,000	57,200				4.00%	1.00	10/01/06						
Drury, William	FR: Prof TO: No change	Environmental Eng	62,669	65,176				4.00%	1.00	10/01/06						
Evans, John	FR: Assoc Prof; Dept. Head TO: No change	Petroleum Eng	67,188	69,876	2,500	2,500		4.00%	1.00	10/01/06						
Farrell, Michelle Rae	FR: Asst Prof TO: No change	Nursing	40,568	42,191				4.00%	1.00	10/01/06						
Freebourn, James	FR: Instructor II TO: No change	Information Tech-COT	36,994	38,474				4.00%	1.0	10/01/06						
Friel, Leroy	FR: Prof TO: No change	General Eng	78,809	81,961				4.00%	1.00	10/01/06						
Ganesan, Kumar	FR: Prof; Dept. Head TO: No change	Environmental Eng	72,663	75,570				4.00%	0.67 Sabbatical Leave	10/01/06						
Geller, Gretchen	FR: Instructor II TO: No change	Health-COT	36,994	38,474				4.00%	1.0	10/01/06						
Gerbrandt, Herold	FR: Prof TO: Prof; Dept. Head	General Eng	64,541	67,123	0	2,500		4.00%	1.0	10/01/06						
Girard, James	FR: Asst Prof TO: No change	Geophysical Eng	43,765	45,516				4.00%	1.0	10/01/06						
Granger, Linda	FR: Instructor, Level II; Dept. Head TO: No change	Business Program-COT	39,131	40,696	2,500	2,500		4.00%	1.0	10/01/06						
Green, Robert	FR: Athletic Dir; Instructor; Head Football Coach TO: Instructor; Head Football Coach	HPER	63,239	65,768				4.00%	1.0	10/01/06						

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			From:	To:	From:	To:										
Heath, Leo	FR: Asst Prof TO: No change	Petroleum Eng	55,000	57,200				4.00%	1.0	10/01/06						
Hoffman, Todd	FR: Asst Prof TO: No change	Petroleum Eng	56,925	59,202				4.00%	1.0	10/01/06						
Holsinger, Brian	FR: Instructor; Head Women's Basketball Coach TO: No change	HPER	35,190	36,597				4.00%	1.0	10/01/06						
James, Rodney	FR: Prof TO: No change	Environmental Eng	80,032	83,233				4.00%	1.0	10/01/06						
Jensen, Roger	FR: Prof TO: No change	Safety, Health & Industrial Hygiene	58,943	61,301				4.00%	1.0	10/01/06						
LaMiaux, Rita	FR: Instructor II TO: No change	Information Tech-COT	36,169	37,616				4.00%	1.0	10/01/06						
Larson, Nathan	FR: Instructor; Head Men's Basketball Coach TO: No change	HPER	35,000	36,400				4.00%	1.0	10/01/06						
Leland, Susan	FR: Instructor, Level II; TO: No change	Mathematics-COT	42,501	44,201				4.00%	1.0	10/01/06						
Lomax, David	Instructor, Level I	Carpentry, COT	33,327	34,660				4.00%	1.0	10/01/06						
Luft, Stephen	FR: Instructor, Level II; Dept. Head TO: No change	Trades & Technical-COT	37,740	39,250	3,500	3,500		4.00%	1.0	10/01/06						
MacLaughlin, Mary	FR: Prof TO: No change	Geological Eng	61,550	64,012				4.00%	1.0	10/01/06						
Madigan, Bruce	FR: Assoc Prof TO: No change	General Eng	54,338	56,512				4.00%	1.0	10/01/06						

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			From:	To:	From:	To:										
Mannix, Gary	FR: Assoc Prof TO: Assoc Prof; Dept. Head, Health Care Informatics	Computer Science	49,968	51,967	0	2,500		4.00%	0.67 Sabbatical Leave	10/01/06						
Mavros, Michael	FR: Instructor; Athletic Trainer TO: No change	HPER	36,578	38,042				4.00%	1.0	10/01/06						
McDonough, Alice	FR: Instructor, Level IV TO: No change	Business Program-COT	50,140	52,146				4.00%	1.0	10/01/06						
McIntosh, Allison	FR: Asst Prof TO: No change	Nursing	42,120	43,805				4.00%	1.0	10/01/06						
McNearney, Richard	FR: Prof TO: No change	Mining Eng	71,399	74,255				4.00%	1.0	10/01/06						
Melvin, Danette	FR: Instructor TO: Nursing Lab Instructor	Nursing	35,945	40,000				11.28%	1.0	08/16/06						
	FR: Nursing Lab Instructor TO: No Change	Nursing	40,000	41,601				4.00%	1.0	10/01/06						
Morrison, John	FR: Assoc Prof TO: No change	General Eng	55,291	57,503				4.00%	1.0	10/01/06						
Murray, Diane	FR: No change TO: Instructor, Level II	Business Program-COT	53,499	55,639				4.00%	1.0	10/01/06						
Noel, Dennis	FR: No change TO: Instructor, Level II	Metals Fab Program-COT	37,298	38,790				4.00%	1.0	10/01/06						
Owens, Daniel	FR: No change TO: Instructor, Level II	Health - COT	37,090	38,574				4.00%	1.0	10/01/06						

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			From:	To:	From:	To:										
Peterson, Holly	FR: Prof; TO: Prof; Acting Dept. Head	Environmental Eng	65,785	68,416	0	2,500		4.00%	1.0	10/01/06						
Peterson, Kent	FR: No change TO: Instructor, Level II	Trades & Technical-COT	37,090	38,574				4.00%	1.0	10/01/06						
Peterson, Lynne	FR: Instructor TO: Asst Prof	Nursing	40,189	40,500				0.77%	1.0	08/16/06						
	FR: Asst Prof; TO: No Change		40,500	42,120				4.00%	1.0	10/01/06						
Petriz, Vicki	FR: No change TO: Instructor, Level II	Business Program-COT	43,114	44,839				4.00%	1.0	10/01/06						
Reick, Kathleen	FR: No change TO: Instructor, Level II; Learning Ctr Dir, COT	Learning Center - COT	37,090	38,574				4.00%	1.0	10/01/06						
Schleeman, Douglas	FR: No change TO: Instructor; Asst Football Coach; Offensive Coordinator	HPER	34,722	36,111	4,500	4,500		4.00%	1.0	10/01/06						
Speece, Marvin	FR: Prof; Dept. Head TO: No change	Geophysical Eng	62,861	65,375	2,500	2,500		4.00%	1.0	10/01/06						
Stodden, Donald	FR: Instructor, Level II; TO: No change	Automotive Technology Program-COT	46,500	48,360				4.00%	1.0	10/01/06						

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			From:	To:	From:	To:									
Tobin, Marilyn	FR: Instructor; Head Women's Volleyball Coach TO: Instructor; Head Women's Volleyball Coach; Asst Athletic Dir	HPER	43,988	45,747				4.00%	1.0	10/01/06					
Toivonene, Virginia	FR: Assoc Prof; Co-Dir, TLC TO: No change	Mathematical Sciences	55,168	57,375				4.00%	1.0	10/01/06					
Trudnowski, Daniel	FR: Prof TO: No change	General Eng	63,006	65,526				4.00%	1.0	10/01/06					
Van Daveer, Karen	FR: Dir of Nursing; Assoc Prof TO: No change	Nursing	70,856	70,856				0.00%	1.0	5/30/06-8/04/06			2,200	T	
Wahl, Neil	FR: Prof; Acting Dept. Head TO: Prof	General Eng	70,670	73,497	2,500	0		4.00%	1.0	10/01/06					
Walker, Susan	FR: Instructor I TO: Instructor II	Mathematics	36,836	36,836				0.00%	1.0	08/16/06	P	Increase due when bargaining group negotiations are complete.			
Weight, Willis	FR: Prof TO: No change	Geological Eng; Anaconda Profship	66,483	69,142				4.00%	0.67 Sabbatical Leave	10/01/06					
Williams, Brian	Instructor, Level I	Auto Tech Program-COT	33,327	34,660				4.00%	1.0	10/01/06					

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			From:	To:	From:	To:										
Wolfgram, Diane	FR: Prof; Dept. Head, Geol Eng TO: Prof; Dept. Head, Geol & Mining Eng	Dept Head, Geological Eng	65,785	68,416	2,500	5,000		4.00%	1.0	10/01/06						
Young, Miriam	FR: Asst Prof TO: No change	Nursing	41,085	42,728				4.00%	1.0	10/01/06						
			3,176,572	3,300,653				3.91%								
<i>Gilmore, W. Franklin</i>	<i>FR: Chan & Univ Ex VP, Prof, Chem TO: No Change</i>	<i>MT Tech of The University of Montana</i>	<i>131,100</i>	<i>144,000</i>	<i>Reported on the UM staff Item 132-1000-R0906</i>			<i>9.84%</i>	<i>1</i>	<i>10/01/06</i>	<i>N</i>					
III. ONE TIME BONUS ONLY																
A. Administrators/Professionals/Coaches																
None																
B. Faculty																
None																
C. Post-Retirement																
NAME (Last, First)	TITLE/RANK	Dept.	SALARY (Based on .33FTE) (AY unless noted)		TERM OF HIRE											
Lupkiewicz, J.L.	Prof	Mathematics	20,754	21,584	8/16/2006-5/15/2007			4.00%								
McGuire, John F.	Prof	General Eng	21,308	22,160	8/16/2006-5/15/2007			4.00%								
Sill, William	Prof	Geophysical Eng	24,682	25,669	8/16/2006-5/15/2007			4.00%								
Solko, Denise	Assoc Prof	Business & Information Technology	18,996	19,756	8/16/2006-5/15/2007			4.00%								
Twidwell, Larry	Prof	Metallurgical and Materials Eng	28,364	29,499	8/16/2006-5/15/2007			4.00%								
Waring, Thomas	Prof	Environmental Eng	27,061	28,143	8/16/2006-5/15/2007			4.00%								

ITEM 132-1500-R0906, Staff; Montana Tech of The University of Montana **September 27-29, 2006**

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Show end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									

III. End of Employment / Leaves (Report only non-renewals per 711.1 and Leaves of Absence)

NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)
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A. Administrators/Professionals/Coaches

None

B. Faculty

Hamon, Matt	Asst Prof	Professional & Technical Communications	5/16/2006	
Kumar, Vibha	Asst Prof	Health Care Informatics	5/16/2006	
Patton, Philip	Asst Prof	Mining Eng	7/1/2006	
Ziaja, Malgorzata	Asst Prof	Petroleum Eng	5/16/2006	

LEGEND

TENURE: *IMPORTANT NOTE: Additional Comp is reported annually in September

NT = Nontenurable	^ Subject to continuation of federal funds, proprietary funds and/or grants.
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 = Res.
G = Grant Administration
O = Other (provide brief explanation)

ITEM 132-1600-R0906; The University of Montana - Western											September 27-29, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Show end date if temp)	Reason	Spec Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
I. CHANGES															
A. Administrators/Professionals															
Briggs, Susan D.	VC for Adm & Fin; Univ Assoc VP TO: No change	Admin & Finance	78,218	81,347				4.00%	1	10/1/06	N-Normal				
Ulrich, Karl E.	Provost & VC for Acad Aff; Univ Assoc Prov; Prof of Bio Sci TO: No change	Academic Affairs	91,080	94,723				4.00%	1	10/1/06	N-Normal				
Yahraes, Thomas R.	VC for Inst Advnmt; Univ Assoc VP TO: No change	University Relations	78,218	81,347				4.00%	1	10/1/06	N-Normal				
SUB TOTAL			247,516	257,417				4.00%							
B. Faculty															
Basile, Shauna	Associate Prof, Business TO: No change	Business	46,391	48,711				5.00%	1	10/1/06	N - Normal				
Blankenship, Bethany	Assistant Prof, English TO: No change	English	40,000	41,600				4.00%	1	10/1/06	N-Normal				
Bonnin, Jeri W.	Associate Prof, Music TO: No change	Music	46,067	48,370				5.00%	1	10/1/06	N-Normal				
Brienza, Barney P.	Professor, Art TO: No change	Art	59,382	62,351				5.00%	1	10/1/06	N-Normal				
Bullard, Julie	Professor, Education Dir., Early Childhood ED Ctr TO: No change	Education	49,759	52,246	8,000	8,000		5.00%	1	10/1/06	N-Normal				
Dyreseon, Eric G.	Associate Prof, Math TO: No change	Mathematics	41,973	44,072				5.00%	1	10/1/06	N-Normal				

ITEM 132-1600-R0906; The University of Montana - Western											September 27-29, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Show end date if temp)	Reason	Spec Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Easter-Pilcher, Andrea	Professor, Biology TO: No change	Biology	49,759	52,246				5.00%	1	10/1/06	N-Normal				
Eudaily, Sean P.	Associate Prof, Pol Sci TO: No change	Political Science	42,381	44,517				5.04%	1	10/1/06	N-Normal				
Francis, Diana	Associate Prof, English TO: No change	English	42,484	44,608				5.00%	1	10/1/06	N-Normal				
Francisconi, Michael J.	Professor, Anth/Soc TO: No change	Anthropology/ Sociology	47,549	51,346				7.99%	1	10/1/06	N-Normal				
Frey, Gary S.	Associate Prof, IT TO: No change	Industrial Technol	48,739	51,176				5.00%	1	10/1/06	N-Normal				
Gilliard, Jennifer L.	Professor, ED TO: No change	Education	47,974	51,346				7.03%	1	10/1/06	N-Normal				
Hajduk, John C.	Associate Prof, History TO: No change	History	44,318	46,534				5.00%	1	10/1/06	N-Normal				
Horst, Randall	Professor, Art TO: No change	Art	49,759	52,246				5.00%	1	10/1/06	N-Normal				
Janus, Boleslaw	Associate Prof, History TO: No change	History	45,250	47,512				5.00%	1	10/1/06	N-Normal				
Jones, William Cecil	Associate Prof, Business TO: No change	Business	46,252	48,565				5.00%	1	10/1/06	N-Normal				
Kendall, David L.	Assistant Prof, HHP, Head Athletic Trainer TO: No change	HHP Athletics	43,758	45,946				5.00%	1	10/1/06	N-Normal				
Kirkley, John S.	Professor, Biology TO: No change	Biology	53,532	56,209				5.00%	1	10/1/06	N-Normal				
Knopik, Margareta	Assistant Prof, Business TO: No change	Business	39,615	41,596				5.00%	1	10/1/06	N-Normal				

ITEM 132-1600-R0906; The University of Montana - Western											September 27-29, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Show end date if temp)	Reason	Spec Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Krank, H. Mark	Professor, Psychology/ED TO: No change	Psychology/Educ	52,028	54,629				5.00%	1	10/1/06	N-Normal				
Lundy, Gary J.	Professor, English TO: No change	English	51,002	53,552				5.00%	1	10/1/06	N-Normal				
Mastandrea, Eva	Professor, Art TO: No change	Art	49,759	52,246				5.00%	1	10/1/06	N-Normal				
Mock, R. Stephen	Professor, Chemistry TO: No change	Chemistry	53,346	56,013				5.00%	1	10/1/06	N-Normal				
Moore, Rita A.	Associate Prof, ED TO: No change	Education	48,739	51,176				5.00%	1	10/1/06	N-Normal				
Morrow, Michael W.	Associate Prof, Bio TO: No change	Biology	47,311	53,775				13.66%	1	10/1/06	N-Normal				
Norris-Tull, Delena	Associate Prof, ED TO: No change	Education	44,016	46,217				5.00%	1	10/1/06	N-Normal				
Norris-Tull, Roger	Associate Prof, HHP TO: No change	Health & Human Perform	45,000	46,800				4.00%	1	10/1/06	N-Normal				
Nurhaidarov, Ermek S.	Associate Prof, Math TO: No change	Mathematics	41,926	44,039				5.04%	1	10/1/06	N-Normal				
O'Connor, William C.	Professor, Social Science TO: No change	Social Science	62,143	65,251				5.00%	1	10/1/06	N-Normal				
Quist, Charlotte F.	Associate Prof, Equine Sci TO: No change	Equine Science	41,926	44,039				5.04%	1	10/1/06	N-Normal				
Reiten, Linda L.	Professor, Special Education TO: No change	Special Education	49,759	52,246				5.00%	1	10/1/06	N-Normal				
Roberts, Sheila	Professor, Geology TO: No change	Geology	49,759	52,246				5.00%	1	10/1/06	N-Normal				

ITEM 132-1600-R0906; The University of Montana - Western											September 27-29, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Show end date if temp)	Reason	Spec Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Rogstad, Mark R.	Instructor, IT TO: No change	Industrial Technol	34,812	36,553				5.00%	1	10/1/06	N-Normal				
Sethi, Amarjit W.	Professor, Business TO: No change	Business	54,171	56,880				5.00%	1	10/1/06	N-Normal				
Thomas, Robert C.	Professor, Geology TO: No change	Geology	49,759	52,246				5.00%	1	10/1/06	N-Normal				
Ulrich, Judy A.	Professor, Education/English TO: No change	Education/English	53,501	56,176				5.00%	1	10/1/06	N-Normal				
Weltzien, O. Alan	Professor, English TO: No change	English	57,082	59,936				5.00%	1	10/1/06	N-Normal				
Wingo, Robyn	Assistant Prof, Education TO: No change	Education	40,000	41,600				4.00%	1	10/1/06	N-Normal				
Wright, Eric S.	Assistant Prof, Math TO: No change	Math	40,000	41,600				4.00%	1	10/1/06	N-Normal				
Xanthopoulos, John A.	Professor, ED; Coach, Equestrian Team TO: No change	Education	47,974	51,346	3,000	Coach, Equestrian Team		7.03%	1	10/1/06	N-Normal				
Zaspel, Craig	Professor, Physics TO: No change	Physics	55,656	58,439				5.00%	1	10/1/06	N-Normal				
SUB TOTAL			1,954,611	2,058,202				5.30%							
C. Coaches															
Durham, Mark S.	Men's Head & JV Basketball Coach; Head Golf Coach; Instr of HHP TO: No change	Athletics/ HHP	39,416	40,993	4,500 (golf) 3,500 (JVBB)	4,500 (golf) 3,500 (JVBB)		4.00%	.50 .50	10/1/06	N-Normal				
Else, Iola V.	Rodeo Coach; Instr of ED TO: No change	Athletics/ ED	53,641	55,787				4.00%	.50 .50	10/1/06	N-Normal				

ITEM 132-1600-R0906; The University of Montana - Western												September 27-29, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Show end date if temp)	Reason	Spec Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
Engellant, Kevin	Women's Head & JV Basketball; Dir of Microcomp Cntr; Instr of Com Sci TO: No change	Athletics/ Computer Science	39,416	40,993	3,500 JV BB	3,500 JV BB		4.00%	.50 .50	10/1/06	N-Normal					
Lee, Thomas F.	Head Football Coach TO: No change	Athletics	65,102	67,706				4.00%	1	10/1/06	N-Normal					
TOTALS			2,399,702	2,521,098				5.06%								
Storey, Richard D.	FR: Chanc, Prof, Biol Sci. TO: No Change	The Univ of MT - Western	124,200	131,300	Reported on the UM Staff Item			5.72%	1	10/1/06	N					
III. End of Employment / Leaves (Report only non-renewals per 711.1 and Leaves of Absence)																
NAME (First, Last)	Title/Rank	Dept.	Effective Date		REASON (If Leave of Absence)											
A. Faculty																
Luo, Nili	Assoc Prof	Education	8/1/06													
Moreaux, Shannon J.	Asst Prof	Equine Studies	8/1/06													
LEGEND																
TENURE:																
NT = Nontenurable																
P = Probationary																
T = Tenured																
*IMPORTANT NOTE: Additional Comp is reported annually in September																
^ Subject to continuation of federal funds, proprietary funds and/or grants.																
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)																

I. NEW HIRES**B. Faculty**

NAME (Last, First)	RANK	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)	Stipend	FTE	(N)ew or (R)eplacement	Date Hired	Special Conditions					
HOLT, Michelle G.	Instructor	Gen Ed	40,766		1.00	(N)	8/16/2006						
OSBORNE, Samuel P.	Instructor	Welding Tech	30,962		1.00	(R) Timothy Harris	8/16/06 through 5/19/07 (Temp Contract)						
GOUDY, James	Instructor	Computer Tech	35,944		1.00	(R) Kirsten Newbury	8/16/2006						
HUNSAKER, Douglas	Instructor	Bus & Gen Ed	18,472		0.50	(N)	8/23/06 through 12/14/06 (Temp Contract)						
TOTALS			126,144	0									

II. CHANGES

NAME (Last, First)	RANK		DEPARTMENT		SALARY BASE (Based on 1.0 FTE/AY unless noted)		STIPEND		% CHANG E	Actual FTE	Effective (Indicate end date if temp)	Reason	Added Comp Prior FY/AY* Amount	Reason
	From:	To:	From:	To:	From:	To:	From:	To:						

A. Administrators/Professionals/Coaches

NONE

B. Faculty (N Increases in accordance with negotiated CBA)

ARRINGTON, Elaine B.	Instructor		Gen Ed		42,703	44,411			4%	1.00	10/1/06	N		
BROCKBAN K, Kevin C.	Instructor /Dept Chair		Office Tech /Trades		36,347	37,761	\$2,000 (Dept. Chair)		3.89%	1.00	10/1/06	N	550	T
BROWN, Patricia M.	Instructor		Nursing		36,201	37,649			4%	1.00	10/1/06	N	5,823	T
CAMERON, Audrey	Instructor		Gen Ed		43,634	45,319			3.86%	1.00	10/1/06	N		
CEARTIN, Gary M.	Instructor		Const Tech		32,337	33,630			4%	1.00	8/23/06 through 12/14/06	O (Temp Contract)		

ITEM 132-1900-R0906 Staff; The University of Montana-Helena College of Technology											September 27-29, 2006		
NAME (Last, First)	RANK	DEPARTMENT	SALARY BASE (Based on 1.0 FTE/AY unless noted)		STIPEND	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Added Comp Prior FY/AY*	Reason		
COON, Emmett B.	Instructor	Electronic Tech	35,802	37,194		3.89%	1.00	10/1/06	N				
CRONIN, Gary M.	Instructor /Dept Chair	Gen Ed	42,134	43,819	\$2,000 (Dept. Chair)	4%	1.00	10/1/06	N	3,473	T		
DAVIS, Thomas C.	Instructor	Diesel Tech	32,577	33,880		4%	1.00	10/1/06	N	1,069	O (Prep for con- struction)		
DUFF, Gary N.	Instructor	Constructi on Tech	33,094	34,418		4%	1.00	10/1/06	N	914	T		
FILLIATER, Tamatha S.	Instructor	Gen Ed	36,632	38,057		3.89%	1.00	10/1/06	N	2,678	T		
GOUDY, James	Instructor	Computer Tech	35,944	37,382		4%	1.00	10/1/06	N				
GITTINGS, Megan M.	Instructor	Nursing	18,958	19,676		3.79%	0.50	10/1/06	N				
HARRIS, Timothy P.	Instructor	Welding Tech	33,094	34,418		4%	1.00	10/1/06	N				
HOLT, Michelle G.	Instructor	Gen Ed	40,766	42,397		4%	1.00	10/1/06	N				
JONES, David S.	Instructor	Auto Tech	43,197	44,925		4%	1.00	10/1/06	N				
KELLY, Harold D.	Instructor	Constructi on Tech	36,233	37,602		3.78%	1.00	10/1/06	N	5,197	O (Trade House Con- struction)		
KNEEBONE, David W.	Instructor /Dept Chair	Fire and Rescue	34,577	35,880	\$2,000 (Dept. Chair)	3.77%	1.00	10/1/06	N				
OSBORNE, Samuel P.	Instructor	Welding Tech	30,962	32,200		4%	1.00	10/1/06	N				
PESCOSOLI DO, Candace M.	Instructor	Nursing	38,003	39,483		3.89%	1.00	10/1/06	N	3,187	T & O (Prep for con- struction)		
RINEHART, Ralph M.	Instructor	Diesel Tech	46,688	48,556		4%	1.00	10/1/06	N				

ITEM 132-1900-R0906 Staff; The University of Montana-Helena College of Technology										September 27-29, 2006			
NAME (Last, First)	RANK	DEPARTMENT	SALARY BASE (Based on 1.0 FTE/AY unless noted)		STIPEND	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Added Comp Prior FY/AY*	Reason		
SCHLAUCH, Steven A.	Instructor	Auto Tech	50,099	52,103		4%	1.00	10/1/06	N				
SCHNEIDER , Joan C.	Instructor /Dept Chair	Office Tech	39,142	40,668	\$2,000 (Dept. Chair)	3.90%	1.00	10/1/06	N				
SHCHUCHIN OV, Viktor M.	Instructor	Gen Ed	44,488	46,208		3.87%	1.00	10/1/06	N	5,758	T		
SHROPSHIR E, Robin G.	Instructor	Gen Ed	37,719	39,188		3.89%	1.00	10/1/06	N	11,200	G		
SMITH, Rena H.	Instructor	Aviation Tech	34,663	36,010		3.89%	1.00	10/1/06	N	5,039	T		
STEINWAND , Bryon T.	Instructor	Computer Tech	34,810	36,122		3.77%	1.00	10/1/06	N	2,989	T		
TYHURST, Patricia L.	Instructor	Office Tech	36,201	37,649		4%	1.00	10/1/06	N	2,076	T		
VETTER, Brent E.	Instructor	Aviation Tech	33,663	35,010		4%	1.00	10/1/06	N	4,947	T		
WARNER, Arthur	Instructor	Machine Tool Tech	39,280	40,851		4%	1.00	10/1/06	N				
WHITAKER, Lon A.	Instructor	AccT & Bus Tech	34,292	35,584		3.77%	1.00	10/1/06	N				
WILLIAMS, Karmen R.	Instructor	Nursing	37,288	38,780		4%	1.00	10/1/06	N	8,223	T & O (Prep for con- struction)		
YAHVAH, Barbara J.	Instructor	AccT & Bus Tech	48,117	50,042		4%	1.00	10/1/06	N				
YAW, Robert A.	Instructor	Elect Tech	38,426	39,963		4%	1.00	10/1/06	N				
TOTALS			1,238,071	1,286,835		3.94%							
<i>Bingham, Daniel</i>	<i>FR: Dean TO: No Change</i>	<i>Helena Coll of Tech</i>	<i>Reported on UM Staff Item</i>	<i>105,000</i>	<i>110,000</i>		<i>4.76%</i>	<i>1</i>	<i>10/1/06</i>	<i>N</i>			

ITEM 132-1900-R0906 Staff; The University of Montana-Helena College of Technology							September 27-29, 2006			
NAME (Last, First)	RANK	DEPARTMENT	SALARY BASE (Based on 1.0 FTE/AY unless noted)	STIPEND	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Added Comp Prior FY/AY*	Reason

LEGEND										
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)									
*IMPORTANT NOTE: Additional Comp is reported annually in September										

ITEM 132-2000-R0906, Staff; Montana State Univ- Bozeman										September 27 - 29, 2006					
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplace & Date/Hire	% Change	Actua l FTE	Effectiv e (Show end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason
			From:	To:	From:	To:									
I. NEW HIRES															
A. Administrators/Professionals/Coaches															
Agre-Kippenhan, Susan	Dean	Arts & Architect		115,000			R-Bancroft 07/15/06		1	8/7/06					
Fox, Carl	Vice Prov	Graduate Ed		125,004			N 08/01/06								
Merrell, Pamela	Assoc Legal Counsel	Pres		60,000			N 06/23/06								
B. Fac															
Ander, Jennifer	Library, Asst Prof	Library		42,000			R-Mathenia 08/31/05		1	7/10/06					
Anderson, Christina	Asst Prof	Media & Theatre Arts		42,794			R-Trolinger 8/31/05		1	8/16/06					
Beamish, Rollin	Asst Prof	Art		41,000			R-Smith 5/31/06		1	8/16/06					
Carney, Patrick	Asst Prof	Music		43,200			R-Hunter 5/31/06		1	8/1/06					
Komiyama, Shuchi	Assoc Prof	Music		50,000			N		1	8/1/06					
LaMeres, Brock	Asst Prof	Elect Engin		72,000			R-Cady 07/31/06		1	8/16/06					
McGowen, Patrick	Asst Prof	Civil Eng		60,000			R-Carson 10/31/04		1	8/1/06					
van Coller, Ian	Asst Prof	Media & Theatre Arts		42,794			R-Kawabata 12/23/05		1	8/16/06					
II. CHANGES															
A. Administrators/Professionals/Coaches															
Albrecht, Denise	FR: Heach Coach Women's Tennis TO: No change	Athletics	25,612	26,509				3.50%		10/1/06					

ITEM 132-2000-R0906, Staff; Montana State Univ- Bozeman											September 27 - 29, 2006					
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplace & Date/Hire	% Change	Actua l FTE	Effectiv e (Show end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason	
			From:	To:	From:	To:										
Basye, Brittany	FR: Head Coach-Golf TO: No change	Athletics	23,670	24,499				3.50%		10/1/06						
Braun, Justin	FR: Head Coach-Strength TO: No change	Athletics	36,834	38,492				4.50%		10/1/06				50 6/06	Lecturer WBB Camp	
Brelsford, Daniel	FR: Dir Skiing/Head Alpine Coach TO: No change	Athletics	43,214	44,726				3.50%		10/1/06						
Dooley, David	FR: Prov TO: No change	Prov	141,999	148,469				4.56%		10/1/06				15,000 (7/01/06- 6/30/07)	G	
Durham, Mick	FR: Head Coach-Men's Basketball TO: Spec Asst to Athletic Dir	Athletics	93,215	93,215				0.00%		7/1/06						
Fedock, Joe	FR: Senior Vice Prov Acad TO: No change	Prov	122,434	129,500				5.77%		10/1/06						
Gamble, Geoffrey	FR: Pres TO: No change	Pres	149,543	191,047				27.75%		7/1/06						
Groseth, Rolf	FR: Vice Pres for Inter-Campus Affairs TO: No change	Pres	96,005	100,364				4.54%		10/1/06						
Higgs, Robert	FR: Head Athletic Trainer TO: No change	Athletics	45,166	47,198				4.50%		10/1/06				730 6/06	Athletic Training to Non Athletes	
Hyman, Linda	FR: Vice Prov for Health Sci/WWAMI TO: No change	Prov	124,500	129,500				4.02%		10/1/06						

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			From:	To:	From:	To:										
Kennedy, Dale	FR: Head Coach Track TO: No change	Athletics	52,181	54,268				4.00%		10/1/06						
Malauulu, Miya	FR: Head Coach Volleyball TO: No change	Athletics	46,865	53,686				14.55%		10/1/06	E-Equity			2,000 7/01/06- 6/30/07	Public Relation s Appeara nce	
McCoy, Thomas	FR: Vice Pres of Res, Creativity & Tech Trans TO: No change	Res	135,000	140,950				4.41%		10/1/06				10,000 7/01/06- 4/30/07	G	
Peterson, Norm	FR: Vice Prov for Internation Ed TO: No change	Office of International Progs	95,300	99,000				3.88%		10/1/06						
Phillips, Michael	FR: Head Coach Men's Tennis TO: No change	Athletics	35,285	36,696				4.00%		10/1/06				15,000 6/01/06- 7/31/06	Organizi ng & instruct oin of Tennis camp	
Roloff, Craig	FR: Vice Pres of Admin & Fin TO: No change	Admin & Fin	132,870	138,716				4.40%		10/1/06						
Ruoff, Dannielle	FR: Head Spirit Squad Coach TO: No change	Athletics	16,000	16,560				3.50%		10/1/06						
Steele, Doug	FR: Vice Prov & Dir of Ext TO: No change	Ext	124,700	129,688				4.00%		10/1/06				6,235 7/01/06- 6/30/0	G	
Taylor, Leslie	FR: Legal Counsel TO: No change	Pres	98,483	106,124				7.76%		10/1/06	E-Equity					

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			From:	To:	From:	To:									
True, Michael	FR: Head Coach of Rodeo TO: No change	Athletics	50,000	56,000				12.00%		10/1/06	O-fundraising & community activities				
Yarnell, Allen	FR: Vice Pres of Student Affairs TO: No change	Student Affairs	121,327	125,573				3.50%		10/1/06					
Young, Greg	FR: Vice Prov for UG Ed TO: No change	Prov	102,500	106,088				3.50%		10/1/06					
B. Fac															
Adams, Edward	FR:Prof TO:No Change	Civil Eng	74,589	77,155				3.44%	1	10/1/06					
Aig, Dennis	FR:Prof TO:No Change	Media & Theatre Arts	59,806	63,690				6.50%	1	10/1/06	M-Merit/ Equity				
Al Kaisy, Ahmed	FR:Asst Prof TO:No Change	Civil Eng	61,911	63,544				2.64%	1	10/1/06					
Aldred, Jo	FR:Assoc Prof TO:No Change	Ctr for Nat Amer Studies	46,616	49,866				6.97%	1	10/1/06	M-Merit/ Equity				
Allard, Jim	FR:Prof TO:No Change	History & Philos	59,655	64,655				8.38%	1	10/1/06	M-Merit/ Equity				
Amin, Mohammad Ruhul	FR:Prof TO:No Change	Mech Eng	76,482	79,076				3.39%	1	10/1/06					
Andersen, Katelyn	FR: Ext Agent TO:No Change	ES Agents	40,970	40,970				0.00%	1	8/1/06					
Angryk, Rafal	FR:Asst Prof TO:No Change	Comp Sci	69,870	71,999				3.05%	1	10/1/06					
Ansotegui, Raymond	FR:Prof TO:No Change	Animal & Range Sci	69,740	71,742				2.87%	1	10/1/06					
Ashley, Joseph	FR:Assoc Prof TO:No Change	Earth Sci	51,179	52,006				1.62%	1	10/1/06					

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			From:	To:	From:	To:									
Atwood, Joseph	FR:Prof TO:No Change	Agri Econ	74,981	77,226				2.99%	1	10/1/06					
Austin, Eric	FR:Asst Prof TO:No Change	Plant Sci	48,000	48,879	2,000 AD	2,000 AD		1.83%	1	10/1/06					
Babbitt, William	FR:USRA Prof TO:No Change	Physics	114,214	117,658				3.01%	1	10/1/06					
Babcock, Alex	FR:Prof TO:No Change	Psyc	68,143	71,893				5.50%	1	10/1/06				5,000 7/01/06- 10/31/06	Chair of IACUC
Bandyopadhyay, Prasanta	FR:Assoc Prof TO:No Change	History & Philos	46,665	50,915				9.11%	1	10/1/06	M-Merit/ Equity				
Banfield, Jeffrey	FR:Assoc Prof TO:No Change	Math Sci	53,082	53,688				1.14%	1	10/1/06					
Bangert, Arthur	FR:Asst Prof TO:No Change	Ed	47,344	48,827				3.13%	1	10/1/06					
Barge, Marcy	FR:Prof TO:No Change	Math Sci	68,171	70,327				3.16%	1	10/1/06					
Bartholomew, Douglas	FR:Prof TO:No Change	Music	61,548	65,937				7.13%	1	10/1/06	M-Merit/ Equity				
Becker, James	FR:Asst Prof TO:No Change	Elect Engin	65,566	68,756				4.87%	1	10/1/06					
Beehler, Michael	FR:Dept Head TO:No Change	English	61,456	63,394	2,000 DC	0		3.15%	1	10/1/06					
Beehler, Sharon	FR:Prof TO:No Change	English	60,970	63,240				3.72%	0.5	10/1/06					
Benham, Harry	FR:Assoc Prof TO:No Change	Coll of Bus	72,135	74,350				3.07%	1	10/1/06					
Bennett, Robert	FR:Asst Prof TO:No Change	English	45,360	46,584				2.70%	1	10/1/06					
Bessen, Richard	FR:USRA Assoc Prof TO:No Change	Vet Molec Bio	117,567	121,103				3.01%	1	10/1/06					
Black, Laura	FR:Asst Prof TO:No Change	Coll of Bus	80,464	84,499				5.01%	1	10/1/06					
Block, Richard	FR:Dept Head TO:No Change	Psyc	72,300	74,322	1,500 DC	1,500 DC		2.80%	1	10/1/06					
Boik, Robert	FR:Prof TO:No Change	Math Sci	66,840	71,283				6.65%	1	10/1/06	M-Merit/ Equity				

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			From:	To:	From:	To:									
Boles, Jane	FR:Asst Prof TO:No Change	Animal & Range Sci	55,399	57,773				4.29%	1	10/1/06					
Borkowski, John	FR:Prof TO:No Change	Math Sci	60,740	65,303				7.51%	1	10/1/06	M-Merit/ Equity				
Bothner, Brian	FR:Asst Prof TO:No Change	Chem	62,315	64,003				2.71%	1	10/1/06					
Bowers, Kenneth	FR:Dept Head TO:No Change	Math Sci	72,500	74,525	1,000 DC	1,000 DC		2.79%	1	10/1/06					
Bowman, Janice	FR:Prof TO:No Change	Animal & Range Sci	74,847	77,094				3.00%	1	10/1/06					
Bradley, Roger	FR:Asst Prof TO:Assoc Prof	Cell Bio & NeuroSci	47,862	49,998				4.46%	1	10/1/06			T		
Branch, Kirk	FR:Assoc Prof TO:Assoc Prof	English	49,681	53,082				6.85%	1	10/1/06	E-Equity				
Brester, Gary	FR:Prof TO:No Change	Agri Econ	78,597	81,737				4.00%	1	10/1/06				4,716 7/01/06- 9/30/06	G
Brittan, Gordon	FR:Prof TO:No Change	History & Philos	74,632	76,982	20,096 AD	20,096 AD		3.15%	1	10/1/06					
Brittingham, John	FR:Prof TO:No Change	Architect	66,033	69,037				4.55%	1	10/1/06					
Broderick, Joan	FR:Assoc Prof TO:USRA Assoc Prof	Chem	152,000	155,632				2.39%	1	10/1/06			T		
Brody, Michael	FR:Assoc Prof TO:No Change	Ed	50,650	52,236	4,000 AD	4,000 AD		3.13%	1	10/1/06					
Brown, James	FR:Asst Prof TO:No Change	Agri Econ	64,199	66,125				3.00%	1	10/1/06					
Brown, Alanna	FR:Prof TO:No Change	English	77,357	85,092				10.00%	1	10/1/06	E-Equity				
Brown, David	FR:Asst Prof TO:No Change	Land Res & Environ Sci	56,882	58,933				3.61%	1	10/1/06				11,632 7/01/06- 6/30/07	G
Brown, Frederick	FR:Prof TO:No Change	Coll of Bus	86,670	91,009				5.01%	1	10/1/06					
Bruwelheide, L	FR:Prof TO:No Change	Ed	64,257	66,700				3.80%	1	10/1/06					

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			From:	To:	From:	To:									
Bryant, Scott	FR:Asst Prof TO:No Change	Coll of Bus	69,386	72,858				5.00%	1	10/1/06					
Bullock, Janis	FR:Prof TO:No Change	Health & Hum Dev	64,655	69,334	4,000 AD	4,000 AD		7.24%	1	10/1/06	M-Merit/ Equity				
Burke, Maurice	FR:Prof TO:No Change	Math Sci	65,063	67,544				3.81%	1	10/1/06					
Burritt, James	FR:Asst Prof TO:No Change	MicroBio	46,865	48,060				2.55%	1	10/1/06					
Buschena, David	FR:Assoc Prof TO:No Change	Agri Econ	63,045	64,932				2.99%	1	10/1/06					
Cahoon, Joel	FR:Assoc Prof TO:No Change	Civil Eng	68,386	70,621				3.27%	1	10/1/06					
Cairns, Douglas	FR:Prof TO:No Change	Mech Eng	85,541	93,177				8.93%	1	10/1/06	M-Merit/ Equity			4,576 7/01/06- 12/31/06	G
Callis, Patrik	FR:Prof TO:No Change	Chem	90,956	93,507				2.80%	1	10/1/06					
Calvert, Jerry	FR:Prof TO:No Change	Plant Sci	61,129	65,836				7.70%	1	10/1/06	M-Merit/ Equity				
Campbell, Christina	FR:Asst Prof TO:Assoc Prof	Health & Hum Dev	44,120	49,189				11.49%	1	10/1/06	P-Promo /Merit/ Floor		T		
Campbell, Robert	FR:Asst Prof TO:No Change	History & Philos	44,580	45,830				2.80%	1	10/1/06					
Campbell, Stephanie	FR:Prof TO:No Change	Media & Theatre Arts	61,525	64,631				5.05%	1	10/1/06					
Capalbo, Susan	FR:Prof TO:No Change	Agri Econ	78,523	80,486				2.50%	0.25	10/1/06					
Carlson, Ross	FR:Asst Prof TO:No Change	Chemical & Bio Engin	60,000	61,762				2.94%	1	10/1/06					
Carlsten, John	FR:Prof TO:No Change	Physics	91,425	93,577	10,000 AD	10,000 AD		2.35%	1	10/1/06					
Carpenter, Bryce	FR:Asst Prof TO:No Change	Ed	46,384	46,384				0.00%	1	8/1/06					

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			From:	To:	From:	To:									
Carson, Robert	FR:Dept Head (Assoc Prof) TO:Dept Head (Prof)	Ed	68,870	76,086	15,000 DC	15,000 DC		10.48%	1	10/1/06	P-Promo /Merit			14,856 7/01/06- 6/30/07	G
Carucci, Laurence	FR:Prof TO:No Change	Socio & Anthro	60,969	66,564				9.18%	1	10/1/06	M-Merit/ Equity				
Carver, Amy	FR:Catalog Librarian TO:No Change	Libraries	56,649	57,999				2.38%	1	10/1/06					
Catoira, Patricia	FR:Asst Prof TO:No Change	Modern Lang & Literature	47,638	48,703				2.24%	1	10/1/06					
Cheek, Rita	FR:Assoc Prof TO:No Change	Nursing	59,135	60,318				2.00%	1	10/1/06					
Chen, Shi-Jie	FR:Asst Prof TO:No Change	Indust & Mgmt Engr	62,327	64,612				3.67%	1	10/1/06					
Cherry, David	FR:Prof TO:No Change	History & Philos	59,133	63,933				8.12%	1	10/1/06	M-Merit/ Equity				
Cherry, John	FR:Assoc Prof TO:No Change	Math Sci	51,465	53,537				4.03%	1	10/1/06					
Cho, Byoungsoo	FR:Assoc Prof TO:No Change	Architect	48,062	49,168				2.30%	1	10/1/06					
Christensen, Anne	FR:Prof TO:No Change	Coll of Bus	87,686	95,890				9.36%	1	10/1/06	M-Merit/ Equity				
Christopher, John	FR:Prof TO:No Change	Health & Hum Dev	59,653	60,471				1.37%	1	10/1/06					
Christopher, Suzanne	FR:Assoc Prof TO:No Change	Health & Hum Dev	49,657	51,336				3.38%	1	10/1/06					
Clark, Jason	FR:Digital Initiatives Libra TO:No Change	Libraries	45,000	45,650				1.44%	1	10/1/06					
Clark-Miller, Jason	FR:Asst Prof TO:No Change	Socio & Anthro	44,949	45,209				0.58%	1	10/1/06					
Cloninger, Mary	FR:Assoc Prof TO:No Change	Chem	75,000	77,249				3.00%	1	10/1/06					

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			From:	To:	From:	To:									
Codd, Sarah	FR:Asst Prof TO:No Change	Mech Eng	62,000	63,875				3.02%	1	10/1/06					
Cohen, Susan	FR:Asst Prof TO:No Change	History & Philos	45,885	47,385				3.27%	1	10/1/06					
Colclough, Yoshiko	FR:Asst Prof TO:No Change	Nursing	51,000	52,020				2.00%	1	10/1/06					
Cole, Michael	FR:Asst Prof TO:No Change	Indust & Mgmt Engr	62,279	63,792				2.43%	1	10/1/06					
Colton, Nancy	FR:Asst Prof TO:No Change	Health & Hum Dev	44,212	45,891				3.80%	1	10/1/06					
Conant, Rhoby	FR:Prof TO:No Change	Mech Eng	79,971	82,390				3.02%	1	10/1/06					
Cone, Rufus	FR:Prof TO:No Change	Physics	83,472	85,432				2.35%	1	10/1/06					
Conger, Jeffrey	FR:Assoc Prof TO:No Change	Art	48,094	51,144				6.34%	1	10/1/06	M-Merit/ Equity				
Cook, Kevin	FR:Asst Prof TO:No Change	Mech Eng	53,683	55,479				3.35%	1	10/1/06					
Copie, Valerie	FR:Prof TO:No Change	Chem	56,528	59,279				4.87%	1	10/1/06					
Cornish, Neil	FR:Assoc Prof TO:No Change	Physics	72,802	74,762				2.69%	1	10/1/06					
Crain, Gilbert	FR:Assoc Prof TO:No Change	Coll of Bus	72,225	72,995				1.07%	1	10/1/06					
Creel, Scott	FR:Assoc Prof TO:No Change	Ecology	68,008	70,345				3.44%	1	10/1/06					
Cripps, Cathy	FR:Asst Prof TO:No Change	Plant Sci	51,510	52,835				2.57%	1	10/1/06					
Croy, Elizabeth	FR:Prof TO:No Change	Music	59,237	62,589				5.66%	1	10/1/06					
Cundy, Vic	FR:Prof TO:No Change	Mech Eng	95,554	98,619				3.21%	1	10/1/06					
Cunningham, Alfred	FR:Prof TO:USRA Prof	Civil Eng	138,141	142,656				3.27%	1	10/1/06					
Custer, Stephan	FR:Assoc Prof TO:No Change	Earth Sci	67,460	69,114				2.45%	1	10/1/06					

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			From:	To:	From:	To:									
Dahlen, Penny	FR:Asst Prof TO:No Change	Health & Hum Dev	43,550	46,729				7.30%	1	10/1/06	M-Merit/ Equity				
Dana, Susan	FR:Assoc Prof TO:Interim Assoc Dean	Coll of Bus	62,641	98,184				56.74%	1	7/1/06	O-temp added duties				
Davis, Lisa	FR:Assoc Prof TO:No Change	Math Sci	51,409	53,254				3.59%	1	10/1/06					
Davis, Scott	FR:Assoc Prof TO:No Change	Ed	49,256	52,298				6.18%	1	10/1/06	M-Merit/ Equity				
de Onis, Ann	FR:Prof TO:No Change	Ed	59,108	61,091				3.35%	1	10/1/06					
Derwinski- Robinson, Barbara	FR:Assoc Prof TO:No Change	Nursing	54,540	57,904				6.17%	1	10/1/06	M-Merit/ Equity				
Dickensheets, David	FR:Assoc Prof TO:No Change	Elect Engin	67,836	74,065				9.18%	1	10/1/06	M-Merit/ Equity			4,522 7/01/06- 9/30/06	G
Dimitrov, Alexander	FR:Asst Prof TO:No Change	Computati onal Biol	61,710	63,561				3.00%	1	10/1/06					
Dlagic, Mensur	FR:Asst Prof TO:No Change	MicroBio	59,225	61,002				3.00%	1	10/1/06					
Dockery, Jack	FR:Prof TO:No Change	Math Sci	62,172	65,308				5.04%	1	10/1/06					
Dodd, Nancy	FR:Assoc Prof TO:No Change	Coll of Bus	75,590	78,179				3.43%	1	10/1/06					
Donaldson, Christy	FR:Ref Libra TO:No Change	Libraries	40,192	44,320				10.27%	1	10/1/06	M-Merit/ Equity/ Floor				
Douglas, Trevor	FR:USRA Assoc Prof TO:No Change	Chem	130,784	133,946				2.42%	1	10/1/06					
Downey, Jayne	FR:Asst Prof TO:No Change	Ed	47,205	50,789	9,250 AD	9,250 AD		7.59%	1	10/1/06	M-Merit/ Equity				
Dratz, Edward	FR:Prof TO:USRA Assoc Prof	Chem	138,203	142,740				3.28%	1	10/1/06					
Dressler, Boyd	FR:Assoc Prof TO:No Change	Ed	47,497	48,453				2.01%	1	10/1/06					

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			From:	To:	From:	To:									
Duffy, James	FR:Assoc Prof TO:No Change	Chemical & Bio Engin	63,838	65,801				3.07%	1	10/1/06					
Dunnagan, Timothy	FR:Assoc Prof TO:Prof	Health & Hum Dev	50,703	61,833	4,000 AD	4,000 AD		21.95%	1	10/1/06	P-Promo /Merit/ Floor				
Durham, Gregory	FR:Asst Prof TO:No Change	Coll of Bus	81,546	87,750				7.61%	1	10/1/06	M-Merit/ Equity				
Eiger, Steven	FR:Assoc Prof TO:No Change	Cell Bio & NeuroSci	48,217	49,664				3.00%	1	10/1/06					
Erickson, Joanne	FR:Assoc Prof TO:No Change	Ed	50,521	53,942	4,000 AD	4,000 AD		6.77%	1	10/1/06	M-Merit/ Equity				
Esty, Warren	FR:Prof TO:No Change	Math Sci	72,064	73,899				2.55%	1	10/1/06					
Eversman, Sharon	FR:Assoc Prof TO:No Change	Ecology	51,563	52,981				2.75%	1	10/1/06					
Everts, Michael	FR:Asst Prof TO:No Change	Architect	46,410	52,826				13.82%	1	10/1/06	M-Merit/ Equity				
Falascetti, Dino	FR:Asst Prof TO:Assoc Prof	Agri Econ	62,709	67,153				7.09%	1	10/1/06	P-Promo /Merit				
Feeley, Todd	FR:Assoc Prof TO:No Change	Earth Sci	65,021	66,675				2.54%	1	10/1/06					
Fischer, Andreas	FR:Asst Prof TO:Assoc Prof	Plant Sci	49,872	51,643				3.55%	1	10/1/06			T		
Fisher, John	FR:Assoc Prof TO:No Change	Socio & Anthro	51,160	54,106				5.76%	1	10/1/06					
Fleck, Robert	FR:Assoc Prof TO:No Change	Agri Econ	65,439	69,902				6.82%	1	10/1/06	M-Merit/ Equity				
Fleming, Walter	FR:Dept Head Assoc Prof TO:Dept Head Prof	Ctr for Nat Amer Studies	55,772	64,949	1,500 AD/DC	1,500 AD/DC		16.45%	1	10/1/06	P-Promo /Merit/ Equity				
Flory, Daniel	FR:Hum Dev Spec TO:No Change	Health & Hum Dev	66,062	67,741				2.54%	1	10/1/06			T		

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			From:	To:	From:	To:										
Flory, Daniel	FR:Asst Prof TO:Assoc Prof	History & Philos	43,175	50,760				17.57%	1	10/1/06	P-Promo /Merit/ Equity/ Floor					
Ford, Timothy	FR:Dept Head TO:USRA Dept Head	MicroBio	132,741	136,982	2,000 AD	2,000 AD		3.20%	1	10/1/06						
Francis, Gregory	FR:Assoc Prof TO:Prof	Physics	57,050	65,010				13.95%	1	10/1/06	P-Prom /Merit/ Equity					
Franklin, Michael	FR:Assoc Prof TO:No Change	MicroBio	56,135	57,819				3.00%	1	10/1/06						
Franzak, Judith	FR:Asst Prof TO:No Change	Ed	47,042	48,515				3.13%	1	10/1/06						
Frick, Martin	FR:Assoc Prof TO:No Change	Agri Ed	86,809	90,501				4.25%	0.67	10/1/06						
Gagnon, Leonard	FR:Assoc Prof TO:No Change	Animal & Range Sci	73,085	75,089				2.74%	1	10/1/06						
Gaines, Philip	FR:Dir TO:No Change	Univ Studies	69,830	72,230				3.44%	0.75	10/1/06						
Gaines, Philip	FR:Assoc Prof TO:No Change	English	47,021	48,361				2.85%	0.25	10/1/06						
Gao, Hongwei	FR:Asst Prof TO:No Change	Elect Eng	63,454	65,408				3.08%	1	10/1/06						
Gardner, Michael	FR:Assoc Prof TO:No Change	Earth Sci	80,000	82,067				2.58%	1	8/1/06			T			
Garner, Anne	FR:Prof TO:No Change	Art	59,142	60,325				2.00%	1	10/1/06						
Garrott, Robert	FR:Prof TO:No Change	Ecology	64,188	66,394				3.44%	1	10/1/06						
Gedeon, Tomas	FR:Assoc Prof TO:Prof	Math Sci	53,664	61,655				14.89%	1	10/1/06	P-Promo /Merit					
Gee, Regina	FR:Asst Prof TO:No Change	Art	40,920	42,198				3.12%	1	10/1/06						
Geesey, Gill	FR:Prof TO:No Change	MicroBio	78,013	80,354				3.00%	1	10/1/06						

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			From:	To:	From:	To:									
George, Alan	FR:Assoc Prof TO:No Change	Mech Eng	61,858	63,162				2.11%	1	10/1/06					
Geyer, Lukas	FR:Asst Prof TO:No Change	Math Sci	50,000	50,477				0.95%	1	10/1/06					
Gillette, Richard	FR:Assoc Prof TO:No Change	Math Sci	57,380	57,380				0.00%	1	8/1/06					
Giullian, Marc	FR:Asst Prof TO:No Change	Coll of Bus	76,377	79,545				4.15%	1	10/1/06					
Giusti, Ada	FR:Assoc Prof TO:No Change	Modern Lang & Literature	51,576	53,461				3.65%	1	10/1/06					
Goodman, Daniel	FR:Prof TO:No Change	Ecology	87,355	89,757				2.75%	1	10/1/06					
Gray, Charles	FR:USRA TO:No Change	Computati onal Biol	136,518	139,078				1.88%	1	10/1/06					
Greenwood, Mark	FR:Asst Prof TO:No Change	Math Sci	51,000	51,255				0.50%	1	10/1/06					
Guggenheim, Marilyn	FR:Asst Prof TO:No Change	Modern Lang & Literature	43,804	44,951				2.62%	1	10/1/06					
Gunnink, Brett	FR:Dept Head TO:No Change	Civil Eng	113,579	118,379	6,000 AD	6,000 AD		4.23%	1	10/1/06					
Hahn, Michael	FR:Asst Prof TO:No Change	Health & Hum Dev	44,670	47,849				7.12%	1	10/1/06	M-Merit/ Equity				
Hall, William	FR:Prof TO:No Change	Ed	69,246	70,640	8,000 AD	8,000 AD		2.01%	1	10/1/06					
Halonen, Sandra	FR:Asst Prof TO:No Change	MicroBio	49,955	51,229				2.55%	1	10/1/06					
Hamburgh, Harvey	FR:Assoc Prof TO:No Change	Art	47,078	48,490				3.00%	1	10/1/06					
Handley, Ian	FR:Asst Prof TO:No Change	Psyc	50,000	51,325				2.65%	1	10/1/06					
Hansen, Andrew	FR:Prof TO:No Change	Ecology	72,303	74,788				3.44%	1	10/1/06					
Hansen, Katherine	FR:Prof TO:No Change	Earth Sci	59,456	67,101				12.86%	1	10/1/06	M-Merit/ Equity				

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			From:	To:	From:	To:									
Hansen, Mary	FR:Ref Librarian TO:No Change	Libraries	46,872	51,472		4,000 AD		9.81%	1	10/1/06	M-Merit/ Equity				
Hanssen, Frederick	FR:Assoc Prof TO:No Change	Agri Econ	65,574	70,763				7.91%	1	10/1/06	M-Merit/ Equity				
Harmon, Alison	FR:Asst Prof TO:No Change	Health & Hum Dev	46,610	48,928				4.97%	1	10/1/06					
Harmsen, Allen	FR:USRA Prof TO:No Change	Vet Molec Bio	178,906	182,922				2.24%	1	10/1/06					
Harney, Jon	FR:Asst Prof TO:No Change	Music	40,603	42,127				3.75%	1	10/1/06					
Haynes, Deborah	FR:Assoc Prof TO:No Change	Health & Hum Dev	54,197	55,876				3.10%	1	10/1/06					
Haynes, George	FR:Assoc Prof TO:Prof	Health & Hum Dev	72,410	84,089				16.13%	1	10/1/06	P-Promo /Merit/ Reten				
Heil, Daniel	FR:Assoc Prof TO:No Change	Health & Hum Dev	48,263	52,192				8.14%	1	10/1/06	M-Merit/ Equity				
Helzer, Richard	FR:Dir TO:No Change	Art	93,801	97,553	1,200 AD	1200 AD		4.00%	1	10/1/06					
Henson, Doris	FR:Asst Prof TO:No Change	Nursing	56,510	58,205				3.00%	1	10/1/06					
Herbeck, Mary	FR:Assoc Prof TO:No Change	Ed	51,116	52,488				2.68%	1	10/1/06					
Hickman, Lowell	FR:Prof TO:No Change	Music	78,269	80,617				3.00%	1	10/1/06					
Hill, Wade	FR:Asst Prof TO:No Change	Nursing	54,944	58,592				6.64%	1	10/1/06	M-Merit/ Equity				
Hiscock, William	FR:Dept Head TO:No Change	Physics	88,223	91,031	7,000 DC	7,000 DC		3.18%	1	10/1/06				24,087 7/01/06- 6/30/07	O/Mana ging MSGC/N ASA
Hodgson, Theodore	FR:Prof TO:No Change	Math Sci	62,940	64,825				2.99%	1	10/1/06					
Holkup, Patricia	FR:Asst Prof TO:No Change	Nursing	58,054	59,505				2.50%	1	10/1/06					

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			From:	To:	From:	To:									
Hooton, John	FR:Assoc Prof TO:No Change	Media & Theatre Arts	47,848	50,305				5.14%	1	10/1/06					
Hribar, Amy	FR:Ref Libra TO:No Change	Libraries	44,900	46,250				3.01%	1	10/1/06					
Hug, J William	FR:Asst Prof TO:No Change	Ed	46,745	48,000				2.68%	1	10/1/06					
Hughes, Thomas	FR:Assoc Prof TO:No Change	Cell Bio & NeuroSci	77,010	79,320				3.00%	1	10/1/06					
Hunts, Holly	FR:Assoc Prof TO:No Change	Health & Hum Dev	49,672	51,351				3.38%	1	10/1/06					
Hutchens, Chad	FR:Electronic Res Libra TO:No Change	Libraries	44,000	44,000				0.00%	1	7/1/06					
Hutchison, Keith	FR:Asst Prof TO:No Change	Psyc	50,892	52,522				3.20%	1	10/1/06					
Idzerda, Yves	FR:USRA Assoc Prof TO:USRA Prof	Physics	120,252	127,596				6.11%	1	10/1/06	P-Promo / Merit		T		
Igo, Carl	FR:Asst Prof TO:No Change	Agri Ed	55,782	57,761				3.55%	1	10/1/06					
Intemann, Kristen	FR:Asst Prof TO:No Change	History & Philos	43,000	44,000				2.33%	1	10/1/06					
Jacobs, Gwen	FR:Dept Head TO:No Change	Computati onal Biol	96,205	110,294	2,000 DC	2,000 DC		14.64%	1	10/1/06	M-Merit/ Equity				
Jahnke, Joel	FR:Interim Dept Chair TO:No Change	Media & Theatre Arts	65,831	70,000	4,800 DC	0		6.33%	1	10/1/06	M-Merit/ Equity				
Janzen, Gesine	FR:Asst Prof TO:No Change	Art	41,852	44,608				6.59%	1	10/1/06	M-Merit/ Equity				
Jenkins, Christopher	FR:Prof/Dept Head TO:No Change	Mech Eng	114,000	117,520	6,000 AD	6,000 AD		3.09%	1	10/1/06			T	7,659 5/01/06- 10/31/06	G
Jesaitis, Algirdas	FR:Prof TO:No Change	MicroBio	80,572	82,989				3.00%	1	10/1/06					
Johns, Ferdinand	FR:Prof TO:No Change	Architect	67,698	73,779				8.98%	1	10/1/06	M-Merit/ Equity				

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			From:	To:	From:	To:									
Johnson, Christie	FR:Assoc Prof TO:No Change	Coll of Bus	74,910	77,931				4.03%	1	10/1/06					
Johnson, Jerry	FR:Dept Head TO:No Change	Plant Sci	60,817	65,511	2,500 DC	2,500 DC		7.72%	1	10/1/06	M-Merit/ Equity				
Johnson, Ralph	FR:Prof TO:No Change	Architect	68,280	69,851				2.30%	1	10/1/06					
Jones, Warren	FR:Assoc Prof TO:No Change	Civil Eng	68,947	71,042				3.04%	1	10/1/06					
Jonsson, K	FR:Dept Head TO:No Change	Music	77,004	80,789	1,000 DC	1,000 DC		4.92%	1	10/1/06					
Juroszek, Steven	FR:Assoc Prof TO:No Change	Architect	52,239	54,224				3.80%	1	10/1/06					
Jutila, Mark	FR:USRA Prof TO:No Change	Vet Molec Bio	153,882	157,706				2.49%	1	10/1/06					
Kaiser, Todd	FR:Asst Prof TO:No Change	Elect Eng	61,269	63,132				3.04%	1	10/1/06					
Kalinowski, Steven	FR:Asst Prof TO:No Change	Ecology	49,359	50,716				2.75%	1	10/1/06					
Kankelborg, Charles	FR:Asst Prof TO:No Change	Physics	51,385	53,160				3.45%	1	10/1/06					
Karell, Linda	FR:Assoc Prof TO:No Change	English	48,616	48,616		2,000 AD		0.00%	0.67	8/1/06					
Kawasaki, Jodee	FR:Info Res Dev Libra TO:No Change	Libraries	65,892	67,692				2.73%	1	10/1/06					
Keeler, Gregory	FR:Prof TO:No Change	English	64,195	67,657				5.39%	1	10/1/06					
Kerans, Billie	FR:Assoc Prof TO:No Change	Ecology	53,361	54,828				2.75%	1	10/1/06					
Kerins, Francis	FR:Asst Prof TO:No Change	Coll of Bus	90,000	92,741				3.05%	1	10/1/06					
Kevane, Bridget	FR:Assoc Prof TO:No Change	Modern Lang & Literature	50,771	53,584		4,000 AD		5.54%	0.67	10/1/06					
Klapper, Isaac	FR:Assoc Prof TO:No Change	Math Sci	53,495	55,691				4.11%	1	10/1/06					

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			From:	To:	From:	To:									
Knoll, Penny	FR:Asst Prof TO:No Change	Civil Eng	57,467	59,444				3.44%	1	10/1/06					
Kollin, Susan	FR:Assoc Prof TO:No Change	English	48,702	53,036				8.90%	1	10/1/06	M-Merit/ Equity				
Kommers, Peter	FR:Prof TO:No Change	Architect	70,716	72,873				3.05%	1	10/1/06					
Kramer, Bonita	FR:Prof TO:No Change	Coll of Bus	86,155	95,386				10.71%	1	10/1/06	M-Merit/ Equity				
Kuntz, Sandra	FR:Asst Prof TO:No Change	Nursing	53,889	55,236				2.50%	1	10/1/06					
Kwapisz, Jaroslaw	FR:Assoc Prof TO:No Change	Math Sci	51,863	54,164				4.44%	1	10/1/06					
Lageson, David	FR:Dept Head TO:No Change	Earth Sci	72,655	74,839				3.01%	1	10/1/06					
Lang, Theodore	FR:Prof TO:No Change	Civil Eng	88,070	90,393				2.64%	1	10/1/06					
Lansverk, Marvin	FR:Assoc Prof TO:Prof	English	48,369	62,262				28.72%	1	10/1/06	P-Promo /Merit/ Floor				
Large, David	FR:Prof TO:No Change	History & Philos	69,759	73,259				5.02%	1	10/1/06					
Larkin, Todd	FR:Asst Prof TO:Assoc Prof	Art	42,871	48,796				13.82%	1	10/1/06	P-Promo /Merit/ Floor Adj		T		
Larsen, Ronald	FR:Dept Head TO:No Change	Chemical & Bio Engin	110,000	112,860	6,000 DC	6,000 DC		2.60%	1	10/1/06					
Larson, Robb	FR:Adjunct Prof TO:Asst Prof	Mech Eng	55,000	56,941				3.53%	1	10/1/06					
Lavin, Matthew	FR:Prof TO:No Change	Plant Sci	61,586	64,974				5.50%	1	10/1/06					
Lawrence, Charles	FR:Assoc Prof TO:No Change	Chem	55,493	59,250				6.77%	1	10/1/06	M-Merit/ Equity				
Lawrence, Rick	FR:Assoc Prof TO:No Change	Land Res & Environ Sci	55,947	58,514				4.59%	1	10/1/06					

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			From:	To:	From:	To:									
LeCain, Timothy	FR:Asst Prof TO:No Change	History & Philos	44,580	45,780				2.69%	1	10/1/06					
Lee, Ilse-Mari	FR:Prof TO:No Change	Music	59,923	65,900				9.97%	1	10/1/06	M-Merit/ Equity				
Leech, Alan	FR:Prof TO:No Change	Music	62,000	66,592				7.41%	1	10/1/06	M-Merit/ Equity				
Lefcort, Frances	FR:USRA Assoc Prof TO:Prof	Cell Bio & NeuroSci	64,998	67,097				3.23%	0.1	10/1/06					
Lei, Benfang	FR:Asst Prof TO:No Change	Vet Molec Bio	52,055	54,765				5.21%	1	10/1/06					
Letiecq, Bethany	FR:Asst Prof TO:No Change	Health & Hum Dev	44,750	46,429				3.75%	1	10/1/06					
Levy, Sanford	FR:Assoc Prof TO:No Change	History & Philos	48,893	52,693				7.77%	1	10/1/06	M-Merit/ Equity				
Lewandowski, Zbigniew	FR:Prof TO:No Change	Civil Eng	88,673	92,080				3.84%	1	10/1/06					
Lin, James	FR:Prof TO:No Change	Coll of Bus	93,724	96,573				3.04%	1	10/1/06					
Link, Bennett	FR:Assoc Prof TO:No Change	Physics	55,551	57,470				3.45%	1	10/1/06					
Lipfert, Theodore	FR:Asst Prof TO:No Change	Media & Theatre Arts	40,496	44,075				8.84%	1	10/1/06	M-Merit/ Equity/ Floor				
Liu, Jian-yi	FR:Assoc Prof TO:No Change	Earth Sci	44,123	48,453				9.81%	1	10/1/06	M-Merit/ Floor				
Livinghouse, Thomas	FR:Prof TO:No Change	Chem	82,295	84,285				2.42%	1	10/1/06					
Livingston, Christopher	FR:Asst Prof TO:No Change	Architect	46,410	47,176				1.65%	1	10/1/06					
Llewellyn, Clark	FR:Dir TO:No Change	Architect	92,893	97,073	1,200 DC	1,200 DC		4.50%	1	10/1/06					
Locke, William	FR:Prof TO:No Change	Earth Sci	54,106	63,981				18.25%	1	10/1/06	M-Merit/ Equity/ Floor				
Lockhart, Marilyn	FR:Assoc Prof TO:No Change	Ed	50,785	53,875	4,000 AD	4,000 AD		6.08%	1	10/1/06	M-Merit/ Equity				

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			From:	To:	From:	To:									
Longcope, Dana	FR:Assoc Prof TO:No Change	Physics	58,182	60,526				4.03%	1	10/1/06					
Luebeck, Jennifer	FR:Asst Prof TO:No Change	Math Sci	48,507	49,317				1.67%	1	10/1/06					
Lund, John	FR:Prof TO:No Change	Math Sci	71,315	71,672				0.50%	1	10/1/06					
Lund, Priscilla	FR:Assoc Prof TO:No Change	Ed	50,284	53,134	4,000 AD	4,000 AD		5.67%	1	10/1/06					
Luparell, Susan	FR:Asst Prof TO:No Change	Nursing	53,520	56,126				4.87%	1	10/1/06					
Lutey, Whitney	FR:Asst Prof TO:No Change	Civil Eng	56,000	57,285				2.29%	1	10/1/06					
Maher, Robert	FR:Assoc Prof TO:No Change	Elect Engin	75,164	77,167				2.66%	1	10/1/06					
Makeever, Gerald	FR:Assoc Prof TO:No Change	Music	49,055	52,477				6.97%	1	10/1/06	M-Merit/ Equity				
Malovychko, Galyna	FR:Assoc Prof TO:No Change	Physics	63,360	64,744				2.18%	1	10/1/06					
Mandell, John	FR:Prof TO:No Change	Chemical & Bio Eng	99,134	101,908				2.80%	0.82	10/1/06					
Marlow, Clayton	FR:Prof TO:No Change	Animal & Range Sci	88,463	90,656				2.48%	1	10/1/06					
Maskiell, Michelle	FR:Assoc Prof TO:No Change	History & Philos	58,863	60,440				2.68%	1	10/1/06					
Massey, Laura	FR:Assoc Prof TO:No Change	Health & Hum Dev	52,676	57,355	6,000 AD	6,000 AD		8.88%	1	10/1/06	M-Merit/ Equity				
Mast, Sara	FR:Asst Prof TO:No Change	Art	41,852	44,690				6.78%	1	10/1/06	M-Merit/ Equity				
McClure, Cynthia	FR:Assoc Prof TO:No Change	Chem	67,299	68,731				2.13%	1	10/1/06					
McClure, Marcella	FR:Assoc Prof TO:No Change	MicroBio	77,857	79,803				2.50%	1	10/1/06				1,730 6/01/06- 7/31/06	G
McLeod, Bruce	FR:Prof TO:No Change	Elect Engin	94,372	94,372				0.00%	0.5	8/1/06					
McMahon, Thomas	FR:Prof TO:No Change	Ecology	60,488	64,067				5.92%	1	10/1/06					

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			From:	To:	From:	To:									
Merzdorf, Christa	FR:Asst Prof TO:No Change	Cell Bio & NeuroSci	46,133	46,873				1.60%	1	10/1/06					
Metz, Walter	FR:Assoc Prof TO:No Change	Dean of Arts & Architect	47,405	49,100	0	6,000 AD		3.58%	0.67	10/1/06					
Mian, AKM	FR:Asst Prof TO:No Change	Mech Eng	63,500	64,839				2.11%	1	10/1/06					
Miles, Eunice	FR:Psychologi st TO:No Change	Counsel Ctr	47,947	49,625				3.50%	1	10/1/06					
Miles, Mary	FR:Asst Prof TO:Assoc Prof	Health & Hum Dev	46,460	50,639				8.99%	1	10/1/06	P-Promo /Merit		T		
Miller, John	FR:Prof TO:No Change	Computati onal Biol	96,638	99,858				3.33%	1	10/1/06					
Mills, Lisa	FR:Ext Agent TO:No Change	ES Agents	40,208	42,302				5.21%	1	10/1/06					
Minton, Timothy	FR:Prof TO:No Change	Chem	84,725	86,815				2.47%	1	10/1/06				1,883 7/06	G
Mogk, David	FR:Prof TO:No Change	Earth Sci	62,890	68,957				9.65%	1	10/1/06	M-Merit/ Equity				
Mokwa, Robert	FR:Asst Prof TO:No Change	Civil Eng	60,700	62,545				3.04%	1	10/1/06					
Monaco, Paul	FR:Prof TO:No Change	Media & Theatre Arts	72,827	75,740				4.00%	1	10/1/06					
Monahan, Susanne	FR:Dept Head TO:No Change	Socio & Anthro	55,346	56,723	2,500 AD	2,500	AD	2.49%	1	10/1/06					
Montagne, Clifford	FR:Assoc Prof TO:No Change	Land Res & Environ Sci	53,782	54,799				1.89%	1	10/1/06					
Mooney, Edward	FR:Assoc Prof TO:No Change	Indust & Mgmt Eng	69,469	71,284				2.61%	1	10/1/06					
Morgan, Gwendolyn	FR:Prof TO:No Change	English	62,646	66,168				5.62%	1	10/1/06					
Moshavi, Dan	FR:Assoc Prof TO:No Change	Coll of Bus	74,211	77,936				5.02%	1	10/1/06					

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			From:	To:	From:	To:									
Mumey, Brendan	FR:Assoc Prof TO:No Change	Comp Sci	67,225	69,222				2.97%	1	10/1/06					
Murphy, Mary	FR:Prof TO:No Change	History & Philos	59,133	64,133				8.46%	1	10/1/06	M-Merit/ Equity				
Myers, Kimberly	FR:Assoc Prof TO:No Change	English	55,000	56,915				3.48%	1	10/1/06					
Myers, Michael	FR:Dept Head TO:No Change	Modern Lang & Literature	50,993	52,227	1,500 DC	0		2.42%	1	10/1/06					
Myers, Scott	FR:Prof TO:No Change	Socio & Anthro	56,404	58,760				4.18%	1	10/1/06			T		
Neeley, Michael	FR:Asst Prof TO:Assoc Prof	Socio & Anthro	46,519	50,333				8.20%	1	10/1/06	P-Promo / Merit		T		
Neff, William	FR:Prof TO:No Change	Media & Theatre Arts	60,099	61,599				2.50%	1	10/1/06					
Nehrir, M	FR:Prof TO:No Change	Elect Eng	78,604	80,683				2.64%	1	10/1/06					
Nelson, Mark	FR:Prof TO:No Change	Health & Humn Dev	59,143	60,822	4,000 AD	4,000 AD		2.84%	1	10/1/06					
Neumeier, John	FR:Assoc Prof TO:No Change	Physics	63,490	65,450				3.09%	1	10/1/06			T		
Newman, Stephanie	FR:Prof TO:No Change	Art	59,287	64,566				8.90%	1	10/1/06	M-Merit/ Equity				
Noel, Joanne	FR:Prof TO:No Change	Architect	62,050	63,943				3.05%	1	10/1/06					
Notess, Gregory	FR:Ref Librarian TO:No Change	Libraries	59,760	63,133				5.64%	1	10/1/06					
Oakberg, Robert	FR:Assoc Prof TO:Athletic Fac Rep	Civil Eng	65,285	66,783				2.29%	0.2	8/1/06					
Oakberg, Robert	FR:Assoc Prof TO:No Change	Civil Eng	65,285	66,783				2.29%	0.8	8/1/06					
Olson, Bret	FR:Prof TO:No Change	Animal & Range Sci	69,228	71,203		15,000 DC		2.85%	1	10/1/06					

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			From:	To:	From:	To:									
Olson, Gregory	FR:Asst Prof TO:No Change	Health & Hum Dev	42,263	45,442				7.52%	1	10/1/06	M-Merit/ Equity				
O'Neill, Maire	FR:Assoc Prof TO:No Change	Architect	51,726	52,244				1.00%	1	10/1/06					
Osborne, Sandra	FR:Assoc Prof TO:No Change	Health & Hum Dev	50,878	50,878				0.00%	1	8/1/06					
Oudshoorn, Michael	FR:Dept Head TO:No Change	Comp Sci	106,927	110,382	6,000 DC	6,000 DC		3.23%	1	10/1/06			T		
Owens, Lynn	FR:Asst Prof TO:No Change	Health & Hum Dev	45,990	47,669	4,000 AD	6,000 AD		3.65%	1	10/1/06				150 07/06	O/Lectu rer WBB Camp
Paden, Charles	FR:Prof TO:No Change	Cell Bio & NeuroSci	70,609	72,727				3.00%	1	10/1/06					
Palmer, Betsy	FR:Asst Prof TO:No Change	Ed	48,578	50,099				3.13%	1	10/1/06					
Parker, Nadine	FR:Asst Prof TO:No Change	Nursing	52,067	53,108				2.00%	1	10/1/06					
Paxton, John	FR:Prof TO:No Change	Comp Sci	72,486	85,171				17.50%	1	10/1/06	M-Merit/ Equity				
Peed, Michael	FR:Prof TO:No Change	Art	67,914	71,451				5.21%	1	10/1/06					
Perkins, Steven	FR:Assoc Prof TO:No Change	Civil Eng	69,847	71,689				2.64%	1	10/1/06					
Pernarowski, Mark	FR:Assoc Prof TO:No Change	Math Sci	53,897	55,755				3.45%	1	10/1/06					
Peters, John	FR:USRA Assoc Prof TO:No Change	Chem	125,027	127,823				2.24%	1	10/1/06					
Peterson, Dean	FR:Asst Prof TO:No Change	Civil Eng	56,000	57,285				2.29%	1	10/1/06					
Peterson, Elaine	FR:Catalog Librarian TO:No Change	Libraries	55,198	56,898				3.08%	1	10/1/06					
Peterson, James	FR:Dept Head TO:No Change	Elect Engin	114,197	116,211	1,800 DC	1,800 DC		1.76%	1	10/1/06					

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			From:	To:	From:	To:									
Peyton, Brent	FR:Assoc Prof TO:No Change	Chemical & Bio Engin	82,000	84,635				3.21%	1	10/1/06				11,109 7/01/06- 12/31/06	G
Pinet, Christopher	FR:Assoc Prof TO:No Change	Modern Lang & Literature	56,860	58,499				2.88%	1	10/1/06					
Pitcher, Rozan	FR:Instructor TO:No Change	Health & Hum Dev	44,724	47,903				7.11%	1	10/1/06	M-Merit/ Equity				
Pond, William	FR:Asst Prof - Land Design TO:No Change	Plant Sci	50,000	50,717				1.43%	1	10/1/06					
Pope, Norman	FR:Prof TO:No Change	Art	62,964	66,353				5.38%	1	10/1/06					
Prawdzienski, Maryann	FR:Asst Prof TO:No Change	Nursing	45,980	46,900				2.00%	1	10/1/06					
Priscu, John	FR:Prof TO:No Change	Land Res & Envir Sci	104,383	106,352				1.89%	1	10/1/06					
Pritchard, Sara	FR:Asst Prof TO:No Change	History & Philos	44,530	45,530				2.25%	1	10/1/06					
Qiu, Jiong	FR:Assoc Prof TO:No Change	Physics	54,000	55,192				2.21%	1	10/1/06					
Quinn, Beth	FR:Assoc Prof TO:No Change	Socio & Anthro	47,916	52,259				9.06%	1	10/1/06	M-Merit/ Equity				
Rasoul-Zadegan, Yousef	FR:Asst Prof TO:No Change	Plant Sci	61,278	63,082				2.94%	1	10/1/06					
Rebane, Aleksander	FR:Prof TO:No Change	Physics	71,996	73,956				2.72%	1	10/1/06					
Reidy, Michael	FR:Asst Prof TO:Assoc Prof	History & Philos	45,599	51,749				13.49%	1	10/1/06	P-Promo /Merit/ Equity		T		
Reilly, Michael	FR:Prof TO:No Change	Coll of Bus	92,434	95,359				3.16%	0.7	10/1/06					
Repasky, Kevin	FR:Asst Prof TO:No Change	Elect Engin	64,935	67,059				3.27%	1	10/1/06					

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			From:	To:	From:	To:									
Richman, Adam	FR:Assoc Prof TO:No Change	Plant Sci	47,216	47,871				1.39%	1	10/1/06					
Roberts, David	FR:Dept Head TO:No Change	Ecology	84,363	86,566	2,000 DC	2,000 DC		2.61%	1	10/1/06					
Robison-Cox, James	FR:Assoc Prof TO:No Change	Math Sci	51,536	53,155				3.14%	1	10/1/06					
Ross, Rockford	FR:Prof TO:No Change	Comp Sci	86,275	88,810				2.94%	1	10/1/06					
Rossmann, Brian	FR:Refer Libra Asst Prof TO:Refer Libra Assoc Prof	Libraries	44,364	50,065				12.85%	1	10/1/06	P-Promo/ Merit/ Floor		T		
Rotella, Jay	FR:Prof TO:No Change	Ecology	73,041	75,551				3.44%	1	10/1/06					
Rucker, Randal	FR:Prof TO:No Change	Agri Econ	91,010	93,736				3.00%	1	10/1/06					
Ruff, William	FR:Asst Prof TO:No Change	Ed	45,000	48,659				8.13%	1	10/1/06	M-Merit/ Equity				
Ruppel, Kristin	FR:Asst Prof TO:No Change	Ctr for Native Amer Studies	43,000	47,245				9.87%	1	10/1/06	M-Merit/ Equity				
Ryker, Lori	FR:Assoc Prof TO:No Change	Architect	55,081	55,081				0.00%	1	8/16/06					
Scheerer, David	FR:Prof TO:No Change	Media & Theatre Arts	59,289	59,289				0.00%	1	8/1/06					
Schillings, Paul	FR:Assoc Prof TO:No Change	Mech Eng	72,794	74,695				2.61%	1	10/1/06					
Schlotzhauer, Harold	FR:Prof TO:No Change	Art	66,094	69,767				5.56%	1	10/1/06					
Schmalzbauer, Leah	FR:Asst Prof TO:No Change	Socio & Anthro	47,034	49,039				4.26%	1	10/1/06					
Schmidt, Anthony	FR:Prof TO:No Change	Art	59,989	65,999				10.02%	1	10/1/06	M-Merit/ Equity				
Schmidt, Dennis	FR:Asst Prof TO:Prof	Coll of Bus	90,000	92,709				3.01%	1	10/1/06					

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			From:	To:	From:	To:									
Schmidt, Edward	FR:USRA Assoc Prof TO:No Change	Vet Molec Bio	95,823	98,724				3.03%	1	10/1/06					
Schmitt, James	FR:Assoc Prof TO:No Change	Earth Sci	63,415	65,069				2.61%	1	10/1/06					
Scott, Kim	FR:Spec Coll Library TO:No Change	Libraries	67,250	68,600				2.01%	1	10/1/06					
Sexson, Lynda	FR:Prof TO:No Change	History & Philos	67,002	70,392				5.06%	1	10/1/06					
Sexson, Michael	FR:Prof TO:No Change	English	67,726	71,168				5.08%	1	10/1/06					
Seymour, Joseph	FR:Assoc Prof TO:No Change	Chemical & Bio Engin	65,252	67,349				3.21%	1	10/1/06					
Shaffer, Daniel	FR:Assoc Prof TO:No Change	Chem & Bio Engin	71,236	73,128				2.66%	0.65 4	10/1/06					
Shanahan, Elizabeth	FR:Asst Prof TO:No Change	Plant Sci	44,000	48,496				10.22%	1	10/1/06	M-Merit/ Equity				
Sharrock, Robert	FR:Prof TO:No Change	Plant Sci	65,206	67,667				3.77%	1	10/1/06					
Shaw, Joseph	FR:Assoc Prof TO:No Change	Elect Engin	78,252	80,581				2.98%	1	10/1/06			T		
Shaw, Steven	FR:Assoc Prof TO:Assoc Prof	Elect Engin	63,471	69,800				9.97%	1	10/1/06	P-Promo /Merit/ Equity		T		
Shehryar, Omar	FR:Asst Prof of Mktg TO:No Change	Coll of Bus	80,000	82,447				3.06%	1	10/1/06					
Shreffler-Grant, M	FR:Dir TO:No Change	Nursing	67,188	70,704	3,000 DC	3,000 DC		5.23%	1	10/1/06					
Sieloff, Christina	FR:Assoc Prof TO:No Change	Nursing	65,000	66,625				2.50%	1	10/1/06					
Simonsen, Linda	FR:Assoc Prof TO:No Change	Math Sci	51,661	53,229				3.04%	1	10/1/06					

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			From:	To:	From:	To:									
Simpson, Patricia	FR:Asst Prof TO:Assoc Prof	Modern Lang & Literature	48,209	49,930				3.57%	1	10/1/06			T		
Singel, David	FR:Dept Head TO:No Change	Chem	74,890	76,795	2,500 DC	2,500 DC		2.54%	1	10/1/06					
Skidmore, Mark	FR:Asst Prof TO:No Change	Earth Sci	49,470	49,814				0.70%	1	10/1/06					
Smith, Vincent	FR:Prof TO:No Change	Agri Econ	118,378	122,032				3.09%	1	10/1/06				5,919 7/01/06- 9/30/06	G
Smith, Adina	FR:Asst Prof TO:Assoc Prof	Health & Hum Dev	42,708	50,889				19.16%	1	10/1/06	P-Promo /Merit/ Floor		T		
Smith, Billy	FR:Prof TO:No Change	History & Philos	79,633	82,433				3.52%	1	10/1/06					
Smith, Richard	FR:Prof TO:No Change	Physics	69,211	71,671				3.55%	1	10/1/06					
Snider, Ross	FR:Assoc Prof TO:No Change	Elect Engin	66,011	71,987				9.05%	0.18	10/1/06	M-Merit/ Equity				
Sobek, Durward	FR:Assoc Prof TO:No Change	Indust & Mgmt Eng	64,864	67,242				3.67%	1	10/1/06					
Sofie, Stephen	FR:Asst Prof TO:No Change	Mech Eng	67,000	69,211				3.30%	1	10/1/06					
Sorenson, Henry	FR:Prof TO:No Change	Architect	59,274	60,886				2.72%	1	10/1/06					
Sowell, Bok	FR:Prof TO:No Change	Animal & Range Sci	62,335	64,381				3.28%	1	10/1/06					
Standerfer, Stephanie	FR:Asst Prof TO:No Change	Music	42,330	43,536				2.85%	1	10/1/06					
Starkey, J	FR:Prof TO:No Change	Comp Sci	87,782	90,361				2.94%	1	10/1/06					
Stein, Otto	FR:Assoc Prof TO:Prof	Civil Eng	69,180	85,132				23.06%	1	10/1/06	P-Promo Merit/ Equity				
Stein, Wayne	FR:Prof TO:No Change	Ctr for Nat Amer Studies	68,567	72,067				5.10%	1	10/1/06					

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			From:	To:	From:	To:									
Stephens, Jerry	FR:Assoc Prof TO:Prof	Civil Eng	72,740	80,281				10.37%	1	10/1/06	P-Promo /Merit				
Stewart, C	FR:Dept Head TO:No Change	Health & Hum Dev	84,363	86,894	12,000 DC	12,000 DC		3.00%	1	10/1/06					
Stewart, Philip	FR:Dir TO:No Change	Ctr for Biofilm Eng	110,000	110,000				0.00%	1	10/1/06				21,996 8/01/06- 4/30/07	G
Stillwell, Cynthia	FR:Assoc Prof TO:No Change	Media & Theatre Arts	46,752	50,222				7.42%	1	10/1/06	M-Merit/ Equity				
Stock, Wendy	FR:Assoc Prof TO:Prof	Agri Econ	74,702	82,018				9.79%	1	10/1/06	P-Promo / Merit				
Stone, Cody	FR:4H Spec TO:No Change	ES 4-H	56,000	58,520				4.50%	1	10/1/06					
Stout, Richard	FR:Assoc Prof TO:No Change	Plant Sci	56,828	60,108				5.77%	1	10/1/06					
Stringam, Blair	FR:Asst Prof TO:No Change	Agri Ed	50,962	51,457				0.97%	1	10/1/06					
Stroup, Richard	FR:Dept Head TO:No Change	Agri Econ	67,242	68,593	10,833 DC	10,833 DC		2.01%	1	10/1/06					
Sunner, Jan	FR:Assoc Prof TO:No Change	Chem	60,372	61,832				2.42%	1	10/1/06					
Swanson, Richard	FR:Prof TO:No Change	Math Sci	68,178	68,746				0.83%	1	10/1/06					
Sweeney Fee, Sharon	FR:Asst Prof TO:No Change	Nursing	51,889	52,927				2.00%	1	10/1/06					
Swinford, Steven	FR:Assoc Prof TO:No Change	Socio & Anthro	48,118	52,466				9.04%	1	10/1/06	M-Merit/ Equity				
Szilagyi, Robert	FR:Asst Prof TO:No Change	Chem	57,026	58,570				2.71%	1	10/1/06					
Taper, Mark	FR:Assoc Prof TO:No Change	Ecology	50,073	51,106				2.06%	1	10/1/06					
Taylor, Shannon	FR:Assoc Prof TO:No Change	Coll of Bus	72,143	76,393				5.89%	1	10/1/06					
Teintze, Martin	FR:Assoc Prof TO:No Change	Chem	60,507	61,918				2.33%	1	10/1/06					

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			From:	To:	From:	To:									
Thomas, Amy	FR:Assoc Prof TO:No Change	English	47,845	51,618				7.89%	1	10/1/06	M-Merit/ Equity				
Thompson, John	FR:Asst Prof TO:No Change	Modern Lang & Literature	45,512	46,577				2.34%	1	10/1/06					
Thorngren, Jill	FR:Assoc Prof TO:Asst Prof	Health & Hum Dev	46,763	50,692	9,200 AD	9,200 AD		8.40%	1	10/1/06	M-Merit/ Equity				
Thull, James	FR:Ref Librar TO:No Change	Libraries	42,000	42,562				1.34%	1	10/1/06					
Tobias, Ronald	FR:Prof, Coordinator TO:No Change	Media & Theatre Arts	66,946	74,846				11.80%	1	10/1/06	M-Merit/ Equity				
Towler, Brett	FR:Asst Prof TO:No Change	Civil Eng	59,242	60,601				2.29%	1	10/1/06					
Trout, Paul	FR:Assoc Prof TO:No Change	English	52,951	54,010				2.00%	1	10/1/06					
Tsuruta, Sachiko	FR:Prof TO:No Change	Physics	69,267	71,035				2.55%	1	10/1/06					
Van Luchene, Robert	FR:Prof TO:No Change	Civil Eng	79,186	81,275				2.64%	1	10/1/06					
Varricchio, David	FR:Asst Prof TO:No Change	Earth Sci	49,470	51,546				4.20%	1	10/1/06					
Vinogradov, Aleksandra	FR:Prof TO:No Change	Mech Eng	75,250	77,216				2.61%	1	10/1/06					
Vogel, Curtis	FR:Prof TO:No Change	Math Sci	66,698	70,074				5.06%	1	10/1/06					
Walker, Brett	FR:Assoc Prof TO:No Change	History & Philos	50,586	53,936		4,000 AD		6.62%	1	10/1/06					
Walker, Russell	FR:Prof TO:No Change	Math Sci	73,845	74,441				0.81%	1	10/1/06					
Wambolt, Carl	FR:Prof TO:No Change	Animal & Range Sci	70,834	74,960				5.82%	1	10/1/06					
Watson, Tom	FR:Assoc Prof TO:No Change	Media & Theatre Arts	46,548	49,700				6.77%	1	10/1/06	M-Merit/ Equity				
Watts, Myles	FR:Prof TO:No Change	Agri Econ	111,871	114,887				2.70%	1	10/1/06					

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			From:	To:	From:	To:									
Weaver, David	FR:Assoc Prof TO:No Change	Land Res & Environ Sci	72,705	73,963				1.73%	1	10/1/06					
Weaver, Theodore	FR:Prof TO:No Change	Ecology	67,641	69,268				2.41%	1	10/1/06					
Weinert, Clarann	FR:Prof TO:No Change	Nursing	81,583	84,031				3.00%	1	10/1/06					
Wenger, Carolyn	FR:Dir TO:No Change	Nursing	58,018	60,468	5,000 DC	0		4.22%	1	10/1/06					
Whitlock, Cathy	FR:Prof TO:No Change	Earth Sci	97,460	97,805				0.35%	1	10/1/06					
Wilmer, Franke	FR:Prof TO:No Change	Plant Sci	66,816	70,023				4.80%	1	10/1/06					
Winters, Charlene	FR:Assoc Prof TO:No Change	Nursing	64,067	67,489				5.34%	1	10/1/06					
Wisner, Priscilla	FR:Asst Prof TO:No Change	Coll of Bus	85,000	87,594	0	5,000 AD		3.05%	1	10/1/06					
Wojtowicz, Richard	FR:Ref Librar TO:No Change	Libraries	40,454	41,550				2.71%	1	10/1/06					
Wolff, Richard	FR:Gilhousen Telecom Chair TO:No Change	Elect Engin	113,813	117,126				2.91%	1	10/1/06			T		
Wood, Thomas	FR:Prof TO:No Change	Architect	72,927	75,151				3.05%	1	10/1/06					
Wyckoff, William	FR:Prof TO:No Change	Earth Sci	65,458	67,525				3.16%	1	10/1/06					
Yannakakis, Yanna	FR:Asst Prof TO:No Change	History & Philos	45,100	47,800				5.99%	1	10/1/06					
Yoo, Year-Back	FR:Assoc Prof TO:No Change	Comp Sci	62,962	62,962				0.00%	1	8/1/06					
Yost, Laurel	FR:Assoc Prof TO:No Change	Music	47,397	50,271				6.06%	1	10/1/06	M-Merit/ Equity				
Young, David	FR:Res Prof/Ext Spec TO:No Change	Nursing	79,331	79,331				0.00%	1	8/1/06					
Young, Douglas	FR:Prof TO:No Change	Agri Econ	80,511	86,880				7.91%	1	10/1/06	M-Merit/ Equity				

ITEM 132-2000-R0906, Staff; Montana State Univ- Bozeman
September 27 - 29, 2006

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplace & Date/Hire	% Change	Actua l FTE	Effectiv e (Show end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason	
			From:	To:	From:	To:										
Young, Linda	FR:Asst Prof TO:No Change	Plant Sci	48,000	49,389				2.89%	1	10/1/06						
Young, Mark	FR:Prof TO:No Change	Plant Sci	103,379	106,793	20,572 AD	20,572 AD		3.30%	1	10/1/06						
Zabinski, Catherine	FR:Asst Prof TO:Assoc Prof	Land Res & Environ Sci	54,629	60,905				11.49%	1	10/1/06	P-Promo / Merit/ Equity		T			
Zajdel, Melody	FR:Assoc Prof TO:No Change	English	48,408	52,466				8.38%	1	10/1/06	M-Merit/ Equity					
Zauha, Janelle	FR:Ref Libra TO:No Change	Libraries	50,523	56,528	3,000 AD	5,000 AD		11.89%	1	10/1/06	M-Merit/ Equity					
Zhu, Binhai	FR:Assoc Prof TO:Prof	Comp Sci	69,353	76,651				10.52%	1	10/1/06	P-Prom/ Merit					
Zulkowski, Karen	FR:Assoc Prof TO:No Change	Nursing	63,297	64,563				2.00%	1	10/1/06						
		TOTALS	29,543,729	30,907,611				4.62%								

III. ONE TIME BONUS ONLY**A. Administrators/Professionals/Coaches**

Kramer, Michael	FR: Head Coach-Football TO: No change	Athletics	115,354	119,968		22,500		4.00%		7/1/06	Quarterback Club Bonus					
		TOTALS	29,659,083	31,027,579				4.61%								

C. Post-Retirement

NAME (Last, First)	TITLE/RANK	Dept.	SALARY (Based on 0.33 FTE) (AY unless noted)		TERM OF HIRE						
Abbott, Edwin	FR:Prof TO:No Change	Chem	94,712	94,712	8/1/06	1/31/07	0.00%	0.33	8/1/06		
Costerton, John	FR:Prof Emeritus TO:No Change	Ctr for Biofilm Eng	141,247	141,247	7/1/06	6/30/06	0.00%	0.33	7/1/06		
Davis, Leslie	FR: Curator /Museum Spec TO: No Change	Museum	75,667	75,667	7/1/06	9/30/06	0.00%	0.33	7/1/06		
Gerez, Victor	FR:Prof TO:No Change	Elect Eng	89,609	89,609	8/16/06	5/15/07	0.00%	0.22	8/16/06		

ITEM 132-2000-R0906, Staff; Montana State Univ- Bozeman **September 27 - 29, 2006**

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplace & Date/Hire	% Change	Actua l FTE	Effectiv e (Show end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Henson, Joan	FR:Prof TO:No Change	MicroBio	103,675	103,675		7/1/06	8/15/06	0.00%	0.33	7/1/06					
Hyypa, Jack	FR:Prof TO:No Change	Media & Theatre Arts	75,670	75,670		8/28/06	5/15/07	0.00%	0.33	8/28/06					
Lewis, Glenn	FR: Spec Asst to VP Student Affairs TO: No Change	Student Affairs/ Aux Services	120,716	120,716		7/1/06	6/30/07	0.00%	0.33	7/1/06					
Mann, Henrietta	FR:Spec Asst to Pres TO:No Change	Pres	73,036	73,036		7/1/06	6/30/07	0.00%	0.33	7/1/06					
McMillan, James	FR:Chair IACUC Comm TO:No Change	Res	125,000	125,000		7/1/06	6/30/07	0.00%	0.04	7/1/06					
McMillan, James	FR:Prof TO:No Change	Cell Biology & NeuroSci	88,384	88,384		7/1/06	5/15/07	0.00%	0.33	7/1/06					
Noll, Mary	FR:Acad Advisor TO: No Change	Univ Studies	30,000	30,000		8/15/06	5/15/07	0.00%	0.33	8/15/06					

LEGEND	
TENURE:	*IMPORTANT NOTE: Additional Comp is reported annually in September
NT = Nontenurable	
P = Probationary	
T = Tenured	^ Subject to continuation of federal funds, proprietary funds and/or grants.
SALARY ADJUSTMENTS:	
P = Promotion	
L = Lump Sum Bonus	
M = Merit	
R = Retention	
N = Normal	
O = Other/Specify	
EXTRA COMPENSATION:	
T = Teaching	
R = Res	
G = Grant Admin	
O = Other (provide brief explanation)	

September 28-29, 2006

ITEM 132-2001-R0906

Authorization to Confer the Title of Professor Emeritus of Electrical and Computer Engineering upon Fred Cady; Montana State University–Bozeman

THAT:

Upon the occasion of the retirement of Fred Cady from the faculty of Montana State University, the Board of Regents wishes to express its appreciation for his many years of service to the University, the Montana University System, and the people of the State of Montana and confers upon him the title of Professor Emeritus of Electrical and Computer Engineering.

EXPLANATION:

Dr. Cady has served as an Electrical and Computer Engineering (ECE) Department faculty member at Montana State University for 26 years with a record of meritorious service to the Department, to the field of electrical engineering, and to the community.

Dr. Cady accepted employment at Montana State University with the Department of Electrical Engineering in 1980 as Assistant Professor, and since then was promoted through the ranks to the position of Professor of Electrical and Computer Engineering. His teaching duties have been primarily in the rapidly evolving digital electronics area, including microprocessors and other programmable devices.

He received his BSEE from the Pennsylvania State University in State College, Pennsylvania in 1966, followed by the MSEE degree from the California Institute of Technology, Pasadena, California in 1970, and his Ph. D. from the University of Canterbury, Christchurch New Zealand in 1980. He worked for the General Electric Company in Erie, Pennsylvania and NOAA in Boulder, Colorado and Byrd Station Antarctica in the three years following his graduation from Penn State. He then taught for ten years in New Zealand before joining Montana State University.

Teaching awards, honors: Dr. Cady received the prestigious Phi Kappa Phi Anna Krueger Fridley Award for Distinguished Teaching, 1999; MSU Alumni-Chamber of Commerce Award for Excellence, 1999 and 2006; MSU Mortar Board Professor of the Month, 1998; EMPower

recognition as assisting faculty member to Native American Students, 1994 and 1996; American Radio Relay League Instructor of the Year 1988 and the EE Department Researcher of the Year Award in 1982.

Textbooks and other publications: Dr. Cady has authored three textbooks in his field of expertise, which are widely used throughout the country, published by Oxford University Press (1997, 1997, 2000, and a revision in 2005)

-Microcontrollers and Microcomputers: Principles of Software and Hardware Engineering, Oxford University Press, NY (1997);

-Software and Hardware Engineering: Motorola M68HC11, Oxford University Press, NY (1997);

-Software and Hardware Engineering: Motorola M68HC12, Oxford University Press, NY (2000).

He is author or co-author of 45 technical engineering journal or conference proceedings papers, and has given over 20 technical presentations to specialized audiences, including invited talks.

Public service: Dr. Cady has served as advisor of the Student IEEE Chapter at MSU as well as terms on committees and as Vice-Chairman of the IEEE Montana section professional society. He served as faculty advisor to the MSU Amateur Radio Club for 17 years; he is a member and past chair of the Gallatin County Fire Council Communications Strategic Planning Committee; he is active in local search and rescue operations, is a state-certified EMT-B and is the chief of the Ft. Ellis Fire Department. He is a Senior Member of IEEE, the professional electrical engineering society.

For these and other contributions, the Board of Regents of Higher Education is pleased to confer upon Fred Cady the title of Professor Emeritus and wishes him well for many pleasant years in the future.

September 27-29, 2006

ITEM 132-2002-R0906

Authorization to Confer the Title of Professor Emeritus of Mathematics upon Richard Gillette; Montana State University-Bozeman

THAT:

Upon the occasion of the retirement of Richard Gillette from the faculty of Montana State University, the Board of Regents wishes to express its appreciation for his service to the University, the Montana University System, and the people of the State of Montana.

EXPLANATION:

Dr. Richard Gillette received his B.S. in Chemistry from the University of Nevada in 1957 and his Ph.D. in Mathematics from the University of Utah in 1962. That fall he joined the faculty at the University of Oregon, eventually coming to the Department of Mathematical Sciences at Montana State University in the fall of 1967. He spent the next 39 years at MSU, serving as an excellent teacher and advisor.

Over the years, Dr. Gillette has spent time away from MSU working on research projects. In 1978-79, while on sabbatical, he had a visiting appointment in the Mathematics Department at Tulane University. During that time he co-authored the research monograph "Banach Bundles, Banach Modules, and Automorphisms of C^* Algebras" with Maurice Dupre, published in the series Research Notes in Mathematics. In 1981-82 he spent a year in Washington, D.C. working at the Statistics of Income Division of the IRS. He is a tireless gentleman and mathematician, who, over the years, has been involved in research and publication with many faculty in the department.

Dr. Gillette has seen the growth and development of the graduate programs in mathematics since his arrival in Bozeman. He directed the dissertation work of two Ph.D. students. He has served on the graduate committees of many MSU graduate students. His teaching at both the undergraduate and graduate levels has always been superb.

Dr. Gillette is still active in teaching and research at Montana State University. He attends research seminars regularly. He continues to supervise and mentor Graduate Teaching Assistants as they develop into professional mathematics educators. He is a great asset to the university and the state of Montana.

For these and other contributions, the Board of Regents of Higher Education is pleased to confer upon Richard Gillette the rank of Professor Emeritus of Mathematics at Montana State University and wishes him well for many years in the future.

ITEM 132-2300-R0906 , Staff; Agri Experiment Station
May 31-June 2, 2006

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)epl & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
II. CHANGES															
B. Faculty															
Antle PHD , John	FR: Prof, Ag Econ & Econ TO: No Change	Ag Econ & Econ	111,960	115,315				3.00%	1	10/1/06					
Berardinelli PHD , James	FR: Prof, Animal & Range Sci TO: No Change	Animal & Range Sci	63,358	69,846				10.24%	1	10/1/06	M-Merit/ Equity				
Bergman PHD , Jerald	FR: Super- intendent, AES EARC TO: No Change	AES EARC	81,233	83,711				3.05%	1	10/1/06					
Blake PHD , Thomas	FR: Prof, Plant Sci TO: No Change	Plant Sci	80,121	82,156				2.54%	1	10/1/06					
Bruckner PHD , Philip	FR: Prof, Plant Sci TO: No Change	Plant Sci	87,213	89,970				3.16%	1	10/1/06					
Callan PHD , Nancy	FR: Prof, AES WARC TO: No Change	AES WARC	64,187	66,110				3.00%	1	10/1/06					
Carlson MS , Gregg	FR: Super- intendent, AES NARC TO: No Change	AES NARC	74,440	76,627				2.94%	1	10/1/06					
Chen PHD , Chengci	FR: Asst Prof, AES CARC TO: No Change	AES CARC	59,496	61,384				3.17%	1	10/1/06					
Ditterline PHD , Raymond	FR: Prof, Plant Sci TO: No Change	Plant Sci	68,193	70,057				2.73%	1	10/1/06					
Dougher PHD , Tracy	FR: Asst Prof, Plant Sci TO: No Change	Plant Sci	55,779	58,000				3.98%	1	10/1/06					

ITEM 132-2300-R0906 , Staff; Agri Experiment Station													May 31-June 2, 2006			
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)epl & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
Dunkel PHD , Florence	FR: Assoc Prof, Plant Sci TO: No Change	Plant Sci	65,688	67,002				2.00%	1	10/1/06						
Dyer PHD , Alan	FR: Asst Prof- Plant Pathology, Plant Scie TO: No Change	Plant Sci	56,610	57,959				2.38%	1	10/1/06						
Dyer PHD , William	FR: Prof, Plant Sci TO: No Change	Plant Sci	75,665	77,612				2.57%	1	10/1/06						
Eckhoff PHD , Joyce	FR: Assoc Prof, AES EARC TO: No Change	AES EARC	64,022	65,971				3.04%	1	10/1/06						
Engel PHD , Richard	FR: Assoc Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	56,086	61,330				9.35%	1	10/1/06						
Giroux PHD , Michael	FR: Assoc Prof, Plant Sci TO: No Change	Plant Sci	71,035	73,613				3.63%	1	10/1/06						
Halford PHD , William	FR: Univ Spon Rsch Appt Assoc Prof, Vet Molecular Biol TO: No Change	Vet Molecular Biol	95,472	99,008				3.70%	1	10/1/06						
Hardy PHD , Michele	FR: Univ Spon Res Appt Assoc Prof, Vet Molecular Biol TO: No Change	Vet Molecular Biol	106,366	109,523				2.97%	1	10/1/06						
Hatfield PHD , Patrick	FR: Prof, Animal & Range Sci TO: No Change	Animal & Range Sci	75,787	77,963				2.87%	1	10/1/06						

ITEM 132-2300-R0906 , Staff; Agri Experiment Station													May 31-June 2, 2006			
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)ep & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
Inskip PHD , William	FR: Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	77,197	79,764	10,000 AD	0		3.33%	1	10/1/06						
Ivie PHD , Michael	FR: Assoc Prof, Plant Sci TO: No Change	Plant Sci	64,452	65,886				2.22%	1	10/1/06						
Jackson PHD , Grant	FR: Prof, AES WTARC TO: No Change	AES WTARC	68,121	70,007				2.77%	1	10/1/06						
Jacobsen PHD , Jeffrey	FR: Dean and Dir, Dean of Agri TO: No Change	Dean of Agri	127,300	131,700				3.46%	1	10/1/06						
Johnson PHD , Duane	FR: Super- intendent, AES NWARC TO: No Change	AES NWARC	80,736	83,049				2.86%	1	10/1/06						
Kephart PHD , Kenneth	FR: Super- intendent, AES SARC TO: No Change	AES SARC	74,611	76,976				3.17%	1	10/1/06						
King PHD , Steven	FR: Asst Prof of Weed Sci, AES SARC TO: No Change	AES SARC	56,100	57,783				3.00%	1	10/1/06						
Kushnak PHD , Gregory	FR: Super- intendent, AES WTARC TO: No Change	AES WTARC	67,320	69,132				2.69%	1	10/1/06						
Marsh PHD , John	FR: Prof, Agri Econ & Econo TO: No Change	Ag Econ & Econ	90,359	93,246				3.20%	1	10/1/06						

ITEM 132-2300-R0906 , Staff; Agri Experiment Station													May 31-June 2, 2006			
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)epl & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
Marshall PHD , Lucy	FR: Asst Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	55,000	55,000				0.00%	1	8/16/06						
Martin PHD , John	FR: Prof, Plant Sci TO: No Change	Plant Sci	76,388	78,494				2.76%	1	10/1/06						
Maxwell PHD , Bruce	FR: Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	84,292	87,376				3.66%	1	10/1/06						
McDermott PHD , Timothy	FR: Assoc Prof, Land Res & Environ Sci TO: Prof, Land Res & Environ Sci	Land Res & Environ Sci	64,952	67,003				3.16%	1	10/1/06						
McGlynn PHD , Brian	FR: Asst Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	57,290	60,374				5.38%	1	10/1/06						
Menalled PHD , Fabian	FR: Asst Prof/Weed Sci, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	56,922	58,445				2.68%	1	10/1/06						
Miller, Perry	FR: Asst Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	66,753	66,753				0.00%	1	8/16/06						
Olson PHD , Bret	FR: Prof, Animal & Range Sci TO: No Change	Animal & Range Sci	69,228	71,203				2.85%	1	10/1/06						

ITEM 132-2300-R0906 , Staff; Agri Experiment Station													May 31-June 2, 2006			
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)epl & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
O'Neill PHD , Kevin	FR: Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	74,559	75,576				1.36%	1	10/1/06						
Pascual PHD , David	FR: Univ Spon Res Appt Prof, Vet Molecular Biol TO: No Change	Vet Molecular Biol	136,306	140,322				2.95%	1	10/1/06						
Peterson PHD , Robert	FR: Assoc Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	79,400	81,451				2.58%	1	10/1/06			T			
Quinn PHD , Mark	FR: Univ Spon Res Appt Prof, Vet Molecular Biol TO: Dept Head, Vet Molecular Biol	Vet Molecular Biol	129,034	133,706	11,000 AD	11,000 AD		3.62%	1	10/1/06						
Rumph PHD , Janice	FR: Asst Prof, Animal & Range Sci TO: No Change	Animal & Range Sci	56,610	58,866				3.99%	1	10/1/06						
Sands PHD , David	FR: Prof, Plant Sci TO: No Change	Plant Sci	66,777	68,113				2.00%	1	10/1/06						
Sherwood PHD , John	FR: Dept Head, Plant Sci TO: No Change	Plant Sci	80,341	84,069	13,000 DC	28,000 DC		4.64%	1	10/1/06						
Stoddard PHD , Christiana	FR: Asst Prof, Agri Econ & Econo TO: No Change	Ag Econ & Econ	62,409	64,381				3.16%	1	10/1/06						

ITEM 132-2300-R0906 , Staff; Agri Experiment Station													May 31-June 2, 2006		
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)epl & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Story MS , Jim	FR: Research Prof, AES WARC TO: No Change	AES WARC	69,740	71,982				3.21%	1	10/1/06					
Stougaard PHD , Robert	FR: Prof, AES NWARC TO: No Change	AES NWARC	76,534	78,898				3.09%	1	10/1/06				8,400 7/01/06- 6/30/07	Extend Weed Prog
Talbert PHD , Luther	FR: Prof, Plant Sci TO: No Change	Plant Sci	91,540	94,817				3.58%	1	10/1/06					
Tess PHD , Michael	FR: Prof, Animal & Range Sci TO: No Change	Animal & Range Sci	75,641	77,714				2.74%	1	10/1/06					
Ward PHD , David	FR: Prof, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	101,623	103,674				2.02%	1	10/1/06					
Weeden PHD , Norman	FR: Prof, Plant Sci TO: No Change	Plant Sci	97,032	99,262				2.30%	1	10/1/06					
Westcott PHD , Malvern	FR: Dept Head, AES WARC TO: No Change	AES WARC	86,702	89,371	9,000 DC	9,000	DC	3.08%	1	10/1/06					
White PHD , Michael	FR: Univ Spon Res Appt Prof, Vet Molecular Biol TO: No Change	Vet Molecular Biol	129,595	133,131				2.73%	1	10/1/06					
Wichman MS , David	FR: Super- intendent, AES CARC TO: No Change	AES CARC	67,656	69,649				2.95%	1	10/1/06					

ITEM 132-2300-R0906 , Staff; Agri Experiment Station
May 31-June 2, 2006

NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)ep & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditio ns	Tenure (Change Only)	Added Comp Prior FY/AY* Amount	Reason	
			From:	To:	From:	To:										
Wraith PHD , Jon	FR: Dept Head, Land Res & Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	73,207	77,392	13,000 DC	13,000	DC	5.72%	1	10/1/06						
TOTALS			4,204,438	4,337,721												

C. Post-Retirement

NAME (Last, First)	TITLE/RANK	Dept.	SALARY (Based on .33FTE) (AY unless noted)		TERM OF HIRE											
			FR:	TO:												
Morrill PHD, Wendell	FR: Prof, Land Res & Environ Sci TO: Prof Emer, Land Res & Environ Sci	Land Res & Environ Sci	95,488	95,488	7/1/06 6/30/06			0.00%	0.33	7/1/06						
Strobel PHD, Gary	FR: Prof, Plant Sci TO: No Change	Plant Sci	135,148	135,148	7/1/06 6/30/06			0.00%	0.33	7/1/06						

LEGEND**TENURE:**

NT = Nontenurable
P = Probationary
T = Tenured

*IMPORTANT NOTE: Additional Comp is reported annually in September

^ Subject to continuation of federal funds, proprietary funds and/or grants.

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)

ITEM 132-2400-R0906, Staff; Cooperative Ext Svc											May 31-June 2, 2006				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)ep & Date/Hire	% Change	Actual FTE	Effec (Indicate end date if temp)	Reason	Special Condition s	Tenure (Chang e Only)	Added Comp Prior FY/AY * Amt	Reas on
			From:	To:	From:	To:									
I. NEW HIRES															
B. Faculty															
Hollway, Katelyn	Ext Agt	Ravalli County		40,970											
II. CHANGES															
B. Faculty															
Anderson BS, Jennifer	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	34,853	35,986				3.25%	1	10/1/06					
Andreozzi BS, Barbara	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	52,089	54,433				4.50%	1	10/1/06					
Andrews BS, Tara	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	42,496	44,302				4.25%	1	10/1/06					
Angvick BS, Terry	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	46,708	48,343				3.50%	1	10/1/06					
Astroth PHD, Kirk	FR: Dir 4H Ctr, ES 4-H TO: No Change	ES 4-H	85,446	88,864				4.00%	1	10/1/06					
Baker MS, Ronalee	FR: County Agt, ES Agts TO: No Change	ES Agts	45,824	47,772				4.25%	1	10/1/06					
Bauder PHD, James	FR: Tillage Spec, Land Res & Environ Sci TO: No Change	Land Res & Environ Sci	77,703	80,131				3.12%	1	10/1/06					
Bertelsen MS, David	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	49,019	51,102				4.25%	1	10/1/06					
Blodgett PHD, Sue	FR: IPM Spec, Animal & Range Scis TO: Prof, IPM Spec	Animal & Range Scis	74,552	82,044				10.05%	1	10/1/06					

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			From:	To:	From:	To:									
Brence MS, Larry	FR: East Reg Dept Head, Ext Svc Adm TO: No Change	Ext Svc Adm	60,548	62,970				4.00%	1	10/1/06					
Cantalupo MA, Nico	FR: Ext Agt, ES Agts TO: No Change	ES Agts	40,504	42,818	300 AD	300 AD		5.71%	1	10/1/06					
Carlstrom MS, Ronald	FR: County Agt, ES Agts TO: No Change	ES Agts	50,424	52,567				4.25%	1	10/1/06					
Cash PHD, Steven	FR: Agronomist, Animal & Range Sci TO: No Change	Animal & Range Scis	71,360	73,595				3.13%	1	10/1/06					
Chamberlain BS, Kevin	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	43,657	45,512				4.25%	1	10/1/06					
Clark MS, Cameron	FR: County Agt, ES Agts TO: No Change	ES Agts	42,948	44,344	300 AD	300 AD		3.25%	1	10/1/06					
Cramer BS, Corinne	FR: Chair and County Agt, ES Agts TO: No Change	ES Agts	44,767	45,662				2.00%	1	10/1/06					
Crawford MS, Darren	FR: Chair & County Agt, ES Agts TO: County Ext Agt, ES Agts	ES Agts	45,711	48,346				5.76%	1	10/1/06					
Crouch BS, Wade	FR: County Agt, ES Agts TO: No Change	ES Agts	42,883	44,320				3.35%	1	10/1/06					
Daniels MS, Tanya	FR: Terminated positions, ES Agts TO: County Agt, ES Agts	ES Agts	40,420	42,199	300 AD	300 AD		4.40%	1	10/1/06					
Dennee MS, Phyllis	FR: Spec, Health & Hum Devel TO: No Change	Health & Hum Dev	67,510	69,189				2.49%	1	10/1/06					

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			From:	To:	From:	To:									
Dixon BS, Paul	FR: County Agt, ES Agts TO: No Change	ES Agts	34,896	36,117	300 AD	300 AD		3.50%	1	10/1/06					
Friedrich BS, Sheila	FR: County Agt, ES Agts TO: No Change	ES Agts	46,105	48,064				4.25%	1	10/1/06					
Goetting PHD, Marsha	FR: Prof, Agri Econ & Econo TO: No Change	Agri Econ & Econo	87,055	89,803				3.16%	1	10/1/06			4,353 7/01/06 - 9/30/06	G	
Griffith MS, Duane	FR: Farm Mgmt Spec, Agri Econ & Econo TO: No Change	Agri Econ & Econo	67,864	69,764				2.80%	1	10/1/06					
Halpop MS, John	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	46,187	47,804				3.50%	1	10/1/06					
Hoffman MPA, Laurence	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	60,421	63,234				4.66%	1	10/1/06					
Holzer MS, Quinn	FR: Ext Agt, ES Agts TO: No Change	ES Agts	41,000	42,640				4.00%	1	10/1/06					
Jacobsen PHD, Barry	FR: Prof, Plant Scis TO: No Change	Plant Scis	104,332	108,505				4.00%	1	10/1/06					
Johnson BS, Judith	FR: County Agt, ES Agts TO: No Change	ES Agts	45,744	47,346				3.50%	0.5	10/1/06					
Johnson MS, G	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	61,011	63,604	300 AD	300 AD		4.25%	1	10/1/06					
Johnson PHD, Gregory	FR: Dept Head, Animal & Range Scie TO: No Change	Animal & Range Scis	96,853	99,128				2.35%	1	10/1/06					

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			From:	To:	From:	To:									
Jones, Clain	FR:Ext Soil Spec & Asst Prof of Soil Nuturitent Mgmt TO: No Change	Land Res & Environ Sci	58,000	58,000				0.00%	1	7/21/06					
Kesner MS, Todd	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	47,515	48,940				3.00%	1	10/1/06					
Kincheloe MS, Janna	FR: County Agt, ES Agts TO: No Change	ES Agts	41,504	42,894		300	AD	3.35%	1	1/28/74					
King MS, Marc	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	46,462	48,088				3.50%	1	10/1/06					
Knerr MS, Virginia	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	48,254	49,702				3.00%	1	10/1/06					
Knight PHD, James	FR: Spec, Animal & Range Scis TO: No Change	Animal & Range Scis	80,282	82,797				3.13%	1	10/1/06					
Knowles MS, Sheryl	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	57,972	60,581				4.50%	1	10/1/06					
Koenig BS, Verlin	FR: County Agt, ES Agts TO: No Change	ES Agts	43,291	44,590				3.00%	1	10/1/06					
Kolb PHD, Peter	FR: Ext Forester, ES Agts TO: No Change	ES Agts	56,548	59,375				5.00%	1	10/1/06					
Kott PHD, Rodney	FR: Sheep Spec, Animal & Range Sci TO: No Change	Animal & Range Scis	71,019	75,744				6.65%	1	10/1/06	E-Equity				
Larson MS, Ben	FR: Ext Agt, ES Agts TO: No Change	ES Agts	40,307	42,199				4.69%	1	10/1/06					

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			From:	To:	From:	To:										
Lautt BS, Laurie	FR: County Agt, ES Agts TO: No Change	ES Agts	42,472	43,895				3.35%	1	10/1/06						
Lucas MS, Daniel	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	49,695	52,180				5.00%	1	10/1/06						
Malone BS, Martin	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	48,837	50,913				4.25%	1	10/1/06						
Manoukian MS, Mark	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	46,771	48,759				4.25%	1	10/1/06						
Marks BS, Gerald	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	59,416	62,387				5.00%	1	10/1/06						
Martz PHD, Jill	FR: 4H Curriculum /Outreach Spec, ES 4-H TO: No Change	ES 4-H	60,000	61,800				3.00%	1	10/1/06						
Mason MED, Bernice	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	50,502	52,270				3.50%	1	10/1/06						
Mastel MS, Tara	FR: Ext Agt, ES Agts TO: (No Change	ES Agts	39,420	41,994	300 AD	300 AD		6.53%	1	10/1/06	O-Floor					
Miller MS, Eric	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	45,711	47,654	300 AD	300 AD		4.25%	1	10/1/06						
Mosley PHD, Jeffrey	FR: Range Spec, Animal & Range Scis TO: No Change	Animal & Range Scis	71,560	73,708				3.00%	1	10/1/06						
Oelkers BS, Ardis	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	39,952	41,250				3.25%	1	10/1/06						

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			From:	To:	From:	To:									
Paterson PHD, John	FR: Beef Spec, Animal & Range Scis TO: No Change	Animal & Range Scis	96,421	99,441				3.13%	1	10/1/06					
Paul EDD, Lynn	FR: Prof, Health & Hum Dev TO: No Change	Health & Hum Dev	66,770	68,449				2.51%	1	10/1/06					
Pfister BS, John	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	48,649	50,352				3.50%	1	10/1/06					
Phillips MS, James	FR: Central Reg Dept Head, ES Agts TO: No Change	ES Agts	75,000	78,000				4.00%	1	10/1/06					
Riley MS, Julie	FR: County Agt, ES Agts TO: No Change	ES Agts	46,814	48,382				3.35%	0.5	10/1/06					
Roos MS, Bobbie	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	47,108	49,110				4.25%	1	10/1/06					
Rumph MS, Mary	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	50,636	52,332				3.35%	0.5	10/1/06					
Sackman BS, Sharla	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	33,898	35,084				3.50%	1	10/1/06					
Schmelzer BS, Lee	FR: County Agt, ES Agts TO: No Change	ES Agts	39,531	40,855				3.35%	1	10/1/06					
Schuldt BS, Michael	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	40,333	42,047				4.25%	1	10/1/06					
Seilstad MED, Denise	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	48,856	50,932				4.25%	1	10/1/06					

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			From:	To:	From:	To:									
Siegelin MS, Steven	FR: Western Reg Dept Head, Ext Svc Adm TO: No Change	Ext Svc Administrati	70,040	72,842				4.00%	1	10/1/06					
Smith MBA, Bruce	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	46,137	48,098				4.25%	1	10/1/06					
Stivers MS, Jack	FR: County Agt, ES Agts TO: No Change	ES Agts	48,926	49,905				2.00%	1	10/1/06					
Tanner MS, John	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	41,100	42,539	300 AD	300 AD		3.50%	1	10/1/06					
Tyra MPA, Karen	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	56,046	58,428				4.25%	1	10/1/06					
Vogel EDD, Michael	FR: Housing/Home Energy Spec, Ed TO: No Change	Ed	95,224	98,080	11,506 AD	11,506 AD		3.00%	1	10/1/06					
Wargo MS, Judee	FR: Chair & County Agt, ES Agts TO: No Change	ES Agts	52,635	54,477				3.50%	1	10/1/06					
Weedon MS, Seldon	FR: Dir, FSTS Adm TO: No Change	FSTS Adm	67,713	70,422				4.00%	1	10/1/06					
Wells MS, Jennifer	FR: County Chair, ES Agts TO: No Change	ES Agts	46,616	48,597	300 AD	300 AD		4.25%	1	10/1/06					
Williams BS, Linda	FR: County Agt, ES Agts TO: No Change	ES Agts	49,248	51,341				4.25%	1	10/1/06					
Williams EDD, Richard	FR: Comm Dev Spec, Ext Svc Adm TO: No Change	Ext Svc Adm	62,807	64,063				2.00%	1	10/1/06					
Williams MS, Kent	FR: County Agt, ES Agts TO: No Change	ES Agts	49,765	51,880				4.25%	1	10/1/06					

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			From:	To:	From:	To:									
Wolery MS, Jane	FR: County Agt, ES Agts TO: No Change	ES Agts	49,290	51,385				4.25%	1	10/1/06					
Zartman MA, Mary	FR: Dir, Ext Svc Admin TO: No Change	Ext Svc Adm	68,124	69,486				2.00%	1	10/1/06					
TOTALS			4,294,066	4,456,754				3.79%							

III. ONE TIME BONUS ONLY

C. Post-Retirement

NAME (Last, First)	TITLE/RANK	Dept.	SALARY (Based on .33FTE) (AY unless noted)		TERM OF HIRE										
Riesselman PHD, John	FR: Adjunct Prof, Plant Scis TO: No Change	Plant Scis	72,755	72,755				0.00%	0.49	7/1/06					

LEGEND

TENURE:

- NT = Nontenurable
- P = Probationary
- T = Tenured

*IMPORTANT NOTE: Additional Comp is reported annually in September

^ Subject to continuation of federal funds, proprietary funds and/or grants.

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 Adm
- O = Other (provide brief explanation)

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			From:	To:	From:	To:									
I. NEW HIRES															
A. Administrators/Professionals/Coaches															
Klippenstien, Stacy	Vice Chan	Student Affairs	101,689	105,000			R 8/7/06 Kochner	3%	1.0				NT		
Lemmens, Kim	Head Women's Softball Coach	Intercollegiate Athletics	32,000	36,000			R 7/1/06 McGray	13%	1.0				NT		
Valdez, Jese	Head Men's Golf Coach	Intercollegiate Athletics	32,000	32,000			R 8/28/06 Coleman	0%	0.25				NT		
B. Faculty															
Duncan, Bryan	Univ Lecturer	Honors Prog	35,509	31,593			R 8/22/06 Nettiksimmons	-11%	0.5				NT		
Gerber, Paul	Instructor	Fire Sci Coll of Tech		36,994			N 8/22/06		0.5				NT		
Hansen, Jane	Instructor	Health Occupations Coll of Tech		33,327			N 8/22/06 New		0.5				NT		
Havner, Carter	Univ Lecturer	History	34,071	31,903			R 8/22/06 Fehler-Elston	-6%	0.5				NT		
Hughs, James	Instructor	Process Plant, Coll of Tech	43,155	33,327			R 8/22/06 Robertus	-23%	1.0				P		
Morrison, Stephanie	Asst Prof	Biol & Physical Scis	53,802	34,553			R 8/22/06 Benacquista	-36%	0.5				NT		
Pasieka, Gary	Asst Prof	Ed Theory & Practice	65,331	42,218			R 8/22/06 Madden	-35%	1.0				P		

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			From:	To:	From:	To:									
Pitt, Harrold Wayne	Instructor	Nursing, Coll of Tech	33,362	37,994			R 8/22/06 Frimodig	14%	1.0				P		
Powell, William	Instructor	Heating, Ventilation, Air Conditioning, Refrigeration Coll of Tech	32,000	33,327			R 8/22/06 Williams	4%	1.0				P		
Raymond, Mark	Instructor	Metal Fab Coll of Tech	35244	33,052			R 8/22/06 Hallenberg	-6%	1.0				P		
Wiles, Steven	Asst Prof	Biol & Physical Scis	39,692	39,692			N 8/22/06 Wiles	0%	1.0				NT		
II. CHANGES															
A. Administrators/Professionals/Coaches															
Brown, Christopher	FR: Head Baseball Coach TO: No change	Intercollegiate Athletics	34,279	34,965				2%	1.0	10/1/06	N				
Carse, Craig	FR: Head Men's Basketball Coach TO: No change	Intercollegiate Athletics	96,352	98,279				2%	1.0	10/1/06	N				
Carse, David	FR: Asst Men's Basketball Coach TO: No change	Intercollegiate Athletics	32,000	32,000				0%	1.0	10/1/06	N			500	O= directing team tournament
Coppock, David	FR: Head Cross Country Coach TO: No change	Intercollegiate Athletics	30,656	32,542				6%	0.25	10/1/06	N				
Iverson, Terrie	FR: Administrative Vice Chan TO: No change	Administrative Svc	103,780	108,450				4%	1.0	10/1/06	N				

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			From:	To:	From:	To:									
Matavao, Paulasi	FR: Head Women's Volleyball Coach TO: No change	Intercollegiate Athletics	29,871	30,468				2%	1.0	10/1/06	N				
McNally, Daniel	FR: Head Men's Soccer Coach TO: No change	Intercollegiate Athletics	33,120	35,108				6%	1.0	10/1/06	N				
Nelson, Jeffrey	FR: Head Women's Golf Coach TO: No Change	Intercollegiate Athletics	31,052	32,000				3%	0.25	10/1/06	N				
Overberg, Tracie	FR: Head Cheerleading Coach TO: No change	Intercollegiate Athletics	32,000	32,000				0%	0.25	10/1/06	N				
Peach, Jerry	FR: Head Tennis Coach TO: No change	Intercollegiate Athletics	33,159	33,822				2%	0.75	10/1/06	N				
Sexton, Ronald	FR: Chan TO: No change	Chan MSU-Billings	130,928	144,000				10%	1.0	10/1/06	N				
Trentham, Donald	FR: Head Women's Soccer Coach & Director of Soccer Progs TO: No change	Intercollegiate Athletics	37,778	41,556				10%	1.0	10/1/06	N				
Woodin, Kevin	FR: Head Women's Basketball Coach TO: No change	Intercollegiate Athletics	62,618	68,880				10%	1.0	10/1/06	N			2,400	T
White, George	FR: Interim Provost & Interim Acad Vice Chan TO: No change	Acad Affairs	104,500	111,293				7%	1.0	10/1/06	N				
B. Faculty															
Acton, Gary	FR: Prof & Chair TO: No change	English & Philos	63,891	66,447	1,800	1,800		4%	1.0	10/1/06	N			28,804	T

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			From:	To:	From:	To:									
Alexander, Duane	FR: Instructor, Coll of Tech TO: No change	Auto Repair & Refinishing	38,543	40,085				4%	1.0	10/1/06	N			1,800	T, O=testing
Allard, W. Gregory	FR: Univ Lecturer TO: No change	Spec Ed, Counseling, Reading, & Early Childhood	39,848	41,442				4%	1.0	10/1/06	N			1,500	O=grant stipend
Amundson, Gary	FR: Univ Lecturer TO: No change	Bus Acad Progs	40,719	42,348				4%	1.0	10/1/06	N			8,800	T
Baack, Susan	FR: Instructor, Coll of Tech TO: No change	Related/Gen Ed	42,197	43,885				4%	1.0	10/1/06	N			2,420	O=grant stipend, coop ed supervision
Ballard, Jack	FR: Univ Lecturer TO: No change	Ed Theory & Practice	33,364	34,698				4%	0.5	10/1/06	N			5,319	T
Balter-Reitz, Susan	FR: Asst Prof TO: Asst Prof & Assoc Chair	Communication & Theatre	50,198	52,206	900	900		4%	1.0	10/1/06	N			32,783	T, O=coop ed supervision
Barfield, Susan	FR: Assoc Prof TO: No change	Ed Theory & Practice, Music	43,978	45,738				4%	1.0	10/1/06	N			19,150	T, O=grant stipend
Barron, James	TO: Asst Prof TO: No change	Biol & Physical Scis	41,576	43,239				4%	1.0	10/1/06	N				
Bauer, Paul	FR: Instructor, Coll of Tech TO: No change	Drafting & Design Tech	38,520	40,061				4%	1.0	10/1/06	N				
Becker, Ed	FR: Instructor, Coll of Tech TO: No change	Auto Repair & Refinishing	38,215	39,744				4%	1.0	10/1/06	N				
Behm, Gary	FR: Prof & Chair TO: No change	Music	63,410	65,946	1,800	1,800		4%	1.0	10/1/06	N			6,585	T

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			From:	To:	From:	To:									
Biggs, Trisha	FR: Instructor, Coll of Tech TO: No change	Hum Res, Coll of Tech	38,090	39,574				4%	0.5	10/1/06	N				
Blackwell, Terry	FR: Prof TO: No change	Rehab & Hum Svc	74,344	74,344				0%	1.0	10/1/06	N				
Brown, Douglas	FR: Prof TO: No change	Bus Acad Progs	63,401	65,937				4%	1.0	10/1/06	N			12,807	T, O= CPE Seminar
Brumley, Bruce	FR: Instructor, Coll of Tech TO: No change	Comp Sys Tech	42,808	44,520				4%	1.0	10/1/06	N			9,605	T
Buck, Eric	TO: Asst Prof TO: No change	English & Philos	38,500	38,985				1%	1.0	10/1/06	N				
Bulgatz, Marvin	FR: Prof TO: No change	Psych	63,891	66,447				4%	1.0	10/1/06	N			10,185	T
Bummer, Albert	FR: Instructor, Coll of Tech TO: No change	Diesel Tech	33,423	34,760				4%	1.0	10/1/06	N				
Butler, David	FR: Assoc Prof TO: No change	Biol & Physical Scis	44,384	46,159				4%	1.0	10/1/06	N			51,312	T, R, O=grant stipend, merit bonus
Campbell, Michael	FR: Prof & Chair TO: No change	Bus Acad Progs	70,084	72,887	1,800	1,800		4%	1.0	10/1/06	N			27,940	T
Cast, Brian	FR: Prof TO: No change	Art	55,234	57,443				4%	0.75	10/1/06	N			5,409	T
Castles, Carl	FR: Asst Prof TO: No change	Biol & Physical Scis	41,225	42,874				4%	1.0	10/1/06	N			3,306	T
Chen, Oliver	FR: Prof TO: No change	Math	61,011	63,451				4%	1.0	10/1/06	N			6,484	T
Christensen, Alan	FR: Univ Lecturer TO: No change	Spec Ed, Counseling, Reading, Early Childhood	36,743	38,213				4%	1.0	10/1/06	N			8,352	T, O= Grant stipend

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			From:	To:	From:	To:									
Christensen, Linda	FR: Prof TO: No change	Spec Ed, Counseling, Reading & Early Childhood	59,090	61,454				4%	1.0	10/1/06	N			18,410	T, G, O= grant stipend, merit bonus
Coffman, Stephen	FR: Prof TO: No change	Communication & Theatre	59,570	61,953				4%	1.0	10/1/06	N			36,750	T, O=merit bonus
Colling, Kyle	TO: Asst Prof TO: No change	Rehab & Hum Svc	42,555	44,257				4%	1.0	10/1/06	N			19,526	T, O=coop ed supervision, grnt stipend
Conner Rosberg, Audrey	FR: Instructor, Coll of Tech TO: No change	Health Occupations	44,614	46,339				4%	1.0	10/1/06	N				
Cromley, Dorothea	FR: Prof TO: No change	Music	56,689	58,957				4%	1.0	10/1/06	N				
Culbertson, John	FR: Instructor, Coll of Tech TO: No change	Constr Trades	38,090	39,574				4%	1.0	10/1/06	N				
Czyz, Jerzy	TO: Asst Prof TO: No change	Math	50,214	52,223				4%	1.0	10/1/06	N			5,337	T
Davison, David	FR: Prof TO: No change	Ed Theory & Practice, Math	66,459	69,117				4%	1.0	10/1/06	N			27,212	T, G, O= merit bonus, grant stipend
de Silva, Suneetha	FR: Assoc Prof TO: No change	Assoc Prof Spec Ed, Counseling, Reading, Early Childhood	50,685	52,712				4%	1.0	10/1/06	N			19,711	G, O=workshops
Dell, Cindy	TO: Asst Prof TO: No change	Ed Theory & Practice	47,093	48,977				4%	1.0	10/1/06	N			18,720	T
Dell, Thomas	FR: Univ Lecturer TO: No change	Rehab & Hum Svc	32,085	33,368				4%	1.0	10/1/06	N			5,440	T, O=Coop Ed supervision

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			From:	To:	From:	To:									
Dennis, Michael	FR: Assoc Prof TO: No change	Biol & Physical Scis	51,011	53,051				4%	1.0	10/1/06	N			27,437	T
Diede, Mike	TO: Asst Prof TO: No change	Health & Hum Perf	52,594	54,698				4%	1.0	10/1/06	N			4,576	T
Dillman, Rhonda	TO: Asst Prof TO: No change	Biol & Physical Scis	43,198	44,926				4%	1.0	10/1/06	N				
Dillon, Brian	FR: Prof TO: No change	English & Philos	53,784	55,935				4%	1.0	10/1/06	N			750	O=merit bonus
Duncan, Bryan	FR: Univ Lecturer TO: No change	English & Philos	31,594	32,858				4%	1.0	10/1/06	N				
Duncan, Jennifer	TO: Asst Prof TO: No change	History	37,486	38,985				4%	1.0	10/1/06	N				
Edgerton, Keith	FR: Prof TO: No change	History	52,369	54,464				4%	1.0	10/1/06	N			10,514	T, O=extension credit instruction
Eliason, Stephen	TO: Asst Prof TO: No change	Nat Amer Studies, Poli Sci, Sociol	42,139	43,825				4%	1.0	10/1/06	N			17,378	T, O=Coop Ed supervision
Ender, Milton (Mick)	FR: Instructor, Coll of Tech TO: No change	Radiological Tech	33,423	34,760				4%	1.0	10/1/06	N			26,220	G, O=Coop Ed supervision
Farsio, Farzad	FR: Prof TO: No change	Prof Bus Acad Progs	70,435	73,252				4%	1.0	10/1/06	N			7,648	T
Fazel, Shookofeh	FR: Univ Lecturer TO: Adjunct Instructor	Bus Acad Progs	41,439	43,097				4%	1.0	10/1/06	N			35,000	T
Floyd, Joe	FR: Prof TO: No change	Nat Amer Studies, Poli Sci, & Sociol	61,011	63,451				4%	1.0	10/1/06	N			34,103	T, R, O=Coop Ed supervision

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			From:	To:	From:	To:									
Floyd, Susan	FR: Instructor, Coll of Tech TO: No change	Health Occupations	38,215	39,744				4%	1.0	10/1/06	N				
Gagnon, Lavurn	FR: Instructor, Coll of Tech TO: No change	Auto Tech	38,195	42,094				10%	1.0	8/22/06	P			1,188	O= Coop Ed supervision, team leader stipend
Gagnon, Lavurn	FR: Instructor, Coll of Tech TO: No change	Auto Tech	42,094	43,778				4%	1.0	10/1/06	N			1,188	O= Coop Ed supervision, team leader stipend
Gerber, Paul	Instructor	Fire Sci Coll of Tech	36,994	38,474				4%	0.5	10/2/06	N				
Gilbertz, Susan	TO: Asst Prof TO: No change	Environment Studies	52,268	54,359	1,800	1,800		4%	1.0	10/1/06	N			16,509	T, O= Coop Ed supervision, grant stipend
Gregory, Susan	FR: Assoc Prof TO: No change	Spec Ed, Counseling, Reading, & Early Childhood	47,694	49,602				4%	1.0	10/1/06	N				
Gretch, Daniel	FR: Assoc Prof TO: No change	Biol & Physical Scis	46,072	47,915				4%	1.0	10/1/06	N			35,432	T, G, O= Coop Ed supervision, faculty award
Gross, Daniel	FR: Prof & Chair TO: No change	Communication & Theatre	57,169	59,456	900	900		4%	1.0	10/1/06	N			34,900	T
Gurchiek, David	FR: Instructor, Coll of Tech TO: No change	Health Occupations	43,418	45,155				4%	1.0	10/1/06	N			3,600	T, O= grant stipend

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			From:	To:	From:	To:									
Gurney, Brian	FR: Univ Lecturer TO: Adjunct Instructor	Bus Acad Progs	37,945	39,463				4%	1.0	10/1/06	N			43,592	T, G, R,
Haaland, Tami	TO: Asst Prof TO: No change	English & Philos	43,496	45,236				4%	1.0	10/1/06	N			31,108	T, O=Coop Ed supervision
Hansen, Jane	Instructor	Health Occupations Coll of Tech	33,327	34,660				4%	0.5	10/1/06	N				
Hardt, Mark	FR: Assoc Prof TO: No change	Nat Amer Studies, Poli Sci, & Sociol	46,041	47,883				4%	1.0	10/1/06	N			2,100	O=grant stipend
Harris, Scott	FR: Assoc Prof TO: No change	Bus Acad Progs	58,586	60,929				4%	1.0	10/1/06	N			4,698	T
Harrold, Barbara	TO: Asst Prof TO: No change	Rehab & Hum Svc	41,953	43,631				4%	1.0	10/1/06	N			11,774	T, O=grant stipend
Hart, Suzanne	FR: Prof TO: No change	English & Philos	65,331	67,944				4%	1.0	10/1/06	N			13,165	T, O=Merit bonus, writing history MT Center
Hatch, Doxey	FR: Assoc Prof TO: No change	Psych	45,214	47,023				4%	1.0	10/1/06	N			8,328	T, O=Coop Ed supervision
Havens, Michael	FR: Assoc Prof & Chair TO: No change	Psych	47,694	49,602	1,800	1,800		4%	1.0	10/1/06	N			35,200	T, O=grant stipend
Hecimovic, Anton	FR: Prof & Chair TO: No change	Ed Theory & Practice	55,217	57,426	1,800	1,800		4%	1.0	10/1/06	N			16,806	T, O=merit bonus, grant stipend

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			From:	To:	From:	To:									
Heiat, Abbas	FR: Prof TO: No change	Bus Acad Progs	82,601	85,905				4%	1.0	10/1/06	N			11,800	T, O= merit bonus
Heiat, Nafisseh	FR: Prof TO: No change	Bus Acad Progs	73,253	76,183				4%	1.0	10/1/06	N			17,300	T
Hinthorne, Thomas	FR: Prof TO: No change	Bus Acad Progs	68,732	71,481				4%	1.0	10/1/06	N			750	O= merit bonus
Hobbs, Sharon	FR: Assoc Prof TO: No change	Ed Theory & Practice	44,761	46,551				4%	1.0	10/1/06	N			15,540	T, O= merit bonus
Holman, Patricia	FR: Univ Lecturer TO: Adjunct Instructor	Bus Acad Progs	42,104	43,788				4%	1.0	10/1/06	N			18,400	T
Holt, Kathy	FR: Univ Lecturer TO: No change	Ed Theory & Practice	33,064	34,386				4%	1.0	10/1/06	N			13,300	T, O= grant stipend
Honea, Joy	TO: Asst Prof TO: No change	Nat Amer Studies, Poli Sci, Sociol	39,175	40,742				4%	1.0	10/1/06	N			11,720	T, O= Coop Ed super- vision
Hood, David	FR: Assoc Prof TO: No change	Nat Amer Studies, Poli Sci, & Sociol	47,700	49,608				4%	1.0	10/1/06	N				
Hoover, Holly	FR: Univ Lecturer TO: No change	Math	34,690	36,078				4%	1.0	10/1/06	N			4,625	T
Hoover, John	FR: Assoc Prof TO: No change	Math	53,102	55,226				4%	1.0	10/1/06	N			5,944	T
Howell, Joseph	FR: Prof & Chair TO: No change	Math	62,018	64,499	1,800	1,800		4%	1.0	10/1/06	N			5,273	T
Hughs, James	Instructor	Process Plant, Coll of Tech	33,327	34,660				4%	1.0	10/1/06	N				
Jacobson, Mark	TO: Asst Prof TO: No change	Math	45,607	47,431				4%	1.0	10/1/06	N			16,657	T

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			From:	To:	From:	To:									
Johnson, Debra	TO: Asst Prof TO: No change	Bus Acad Progs	78,143	81,269				4%	1.0	10/1/06	N			21,781	T, O= re- search project
Jussila, Neil	FR: Prof TO: No change	Art	63,410	65,946				4%	1.0	10/1/06	N			6,739	T
Kaminski, Kathleen	FR: Assoc Prof TO: No change	Bus Acad Progs	80,000	83,200				4%	1.0	10/1/06	N				
Kamowski, Walter	FR: Prof TO: No change	English & Philos	58,131	60,456				4%	1.0	10/1/06	N				
Kelker, Katharin	FR: Asst Prof & Chair TO: No change	Spec Ed, Counseling, Reading, & Early Childhood	46,076	47,919	1,800	1,800		4%	1.0	10/1/06	N			11,895	T, O= grant stipend
Keller, Sarah	TO: Asst Prof TO: No change	Commun & Theatre	51,233	53,282				4%	1.0	10/1/06	N			12,800	T
Kemmerer, Lisa	TO: Asst Prof TO: No change	English & Philos	40,305	41,917				4%	1.0	10/1/06	N				
Knudsen, Loyd	FR: Univ Lecturer TO: Adjunct Instructor	Commun & Theatre	31,857	33,131				4%	1.0	10/1/06	N			23,200	T
Landis, Connie	FR: Prof TO: No change	Art	60,052	62,454				4%	1.0	10/1/06	N				
Larsen, Don	FR: Assoc Prof TO: No change	Bus Acad Progs	67,793	70,505				4%	1.0	10/1/06	N			12,600	T
Lee, Noreen	TO: Asst Prof TO: No change	Health & Hum Perf	45,007	46,807				4%	1.0	10/1/06	N			11,775	T
Leonard, Jennifer	TO: Asst Prof TO: No change	Bus Acad Progs	78,143	81,269				4%	1.0	10/1/06	N			9,067	T
Lord, Russell	FR: Prof TO: No change	Ed Theory & Practice, Health & Hum Perf	60,051	62,451				4%	1.0	10/1/06	N			15,114	T, O= stipend
Low, Christy	TO: Asst Prof TO: No change	Ed Theory & Practice	43,532	43,532				0%	1.0	10/1/06	N				

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			From:	To:	From:	To:									
McBride, Maggie	FR: Assoc Prof TO: No change	Math	52,232	54,321				4%	1.0	10/1/06	N			29,489	T
McDade, Julia	FR: Instructor, Coll of Tech TO: No change	Related/Gen Ed	42,808	44,520				4%	1.0	10/1/06	N				
McEnany, Judith	FR: Assoc Prof TO: No change	Ed Theory & Practice	50,081	52,084				4%	1.0	10/1/06	N			6,523	T
McKenzie, Craig	FR: Instructor, Coll of Tech TO: No change	Comp Sys Tech	38,909	42,808	1,600	1,600		10%	1.0	8/22/06	P			23,738	T, O= Cisco training, team leader stipend
McKenzie, Craig	FR: Instructor, Coll of Tech TO: No change	Comp Sys Tech	42,808	44,520	1,600	1,600		4%	1.0	10/1/06	N			23,738	T, O= Cisco training, team leader stipend
McLaughlin, Judith	FR: Assoc Prof TO: No change	Psych	49,769	51,760				4%	1.0	10/1/06	N			7,934	T
McMullen, Matthew	FR: Assoc Prof TO: No change	Psych	44,384	46,159				4%	1.0	10/1/06	N			25,759	T, O= Merit bonus
Metheny, Dixie	FR: Prof TO: No change	Ed Theory & Practice, Math	58,865	61,220				4%	1.0	10/1/06	N			22,944	T, G
Miller, Kenneth	FR: Prof TO: No change	Ed Theory & Practice	53,324	55,457				4%	1.0	10/1/06	N			20,091	T, G, O= merit bonus, grant stipend
Mitchell, Johanna	TO: Asst Prof TO: No change	Ed Theory & Practice	39,692	41,280				4%	1.0	10/1/06	N			14,195	T, O= grant stipend
Morgan, Loretta	FR: Univ Lecturer TO: No change	Health & Hum Perf	38,026	39,547				4%	1.0	10/1/06	N				
Mullaney, Janet	FR: Instructor, Coll of Tech TO: No change	Bus & Information	37,765	39,276				4%	1.0	10/1/06	N			120	O= Coop Ed supervision

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			From:	To:	From:	To:									
Nowlin, James	FR: Prof TO: No change	Spec Ed, Counseling, Reading & Early Childhood	57,169	59,456				4%	1.0	10/1/06	N			9,864	T
Ogren, Diann	FR: Instructor TO: No change	Spec Ed, Counseling, Reading, & Early Childhood	30,862	32,096				4%	1.0	10/1/06	N				
Otjen, Agnes J.	TO: Asst Prof TO: No change	Bus Acad Progs	67,793	70,505				4%	1.0	10/1/06	N			8,837	T
Pasieka, Gary	Asst Prof	Ed Theory & Practice	42,218	43,907				4%	1.0	10/1/06	N				
Pedula, Barbara	FR: Instructor, Coll of Tech TO: No change	Related/Gen Ed	43,419	45,156				4%	1.0	10/1/06	N			3,602	T, O= team leader stipend, Spec project
Pfau, Katherine	FR: Instructor, Coll of Tech TO: No change	Auto Tech	31,402	32,658				4%	1.0	10/1/06	N				
Pierce, Richard	FR: Instructor, Coll of Tech TO: No change	Gen Ed/Related	36,619	38,044				4%	1.0	10/1/06	N			4,200	T
Pitt, Harrold Wayne	Instructor	Nursing, Coll of Tech	37,994	39,474				4%	1.0	10/1/06	N				
Plank, William	FR: Prof TO: No change	Modern Lang & Literatures	67,254	69,944				4%	1.0	10/1/06	N				
Pollock, John	FR: Prof TO: No change	Art	60,051	62,453				4%	1.0	10/1/06	N			7,132	T, O= merit bonus
Powell, William	Instructor	Heating, Ventilation, Air Conditioning, Refrigeration Coll of Tech	33,327	34,660				4%	1.0	10/1/06					

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Preston, Marilyn	FR: Univ Lecturer TO: No change	Psych	37,705	39,214				4%	0.5	10/1/06	N				
Pugh, Randall	FR: Univ Lecturer TO: No change	Commun & Theatre	32,762	34,072				4%	1.0	10/1/06	N			21,850	T
Quetchenbach, Bernard	TO: Asst Prof TO: No change	English & Philos	44,000	44,000				0%	1.0	10/1/06	N				
Randolfi, Ernesto	FR: Prof TO: No change	Health & Hum Perf	60,716	63,145				4%	1.0	10/1/06	N			8,369	T
Rasmussen, Robin	FR: Instructor, Coll of Tech TO: No change	Nursing Pathways	37,994	39,474				4%	1.0	10/1/06	N				
Raymond, Mark	Instructor	Metal Fab Coll of Tech	33,052	34,374				4%	1.0	10/1/06					
Redinger, Matthew	FR: Prof & Chair TO: No change	History	51,008	53,048	1,800	1,800		4%	1.0	10/1/06	N			11,459	T, O= grant stipend, Elder-hostal
Richardson, Rebecca	FR: Instructor, Coll of Tech TO: No change	Comp Sys Tech	32,854	34,168				4%	1.0	10/1/06	N			13,920	T, O= Coop Ed Supervision
Rieke, Deanna	FR: Instructor, Coll of Tech TO: No change	Health Occupations	38,196	39,684				4%	0.5	10/1/06	N				
Rietz, Sandra	FR: Prof TO: No change	Spec Ed, Counseling, Reading & Early Childhood	61,971	64,450				4%	1.0	10/1/06	N			18,073	T, O= grant stipend
Robertson, James	FR: Prof TO: No change	Music	63,891	66,447				4%	1.0	10/1/06	N			6,499	T, O= merit bonus

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			From:	To:	From:	To:									
Robinson, George St. John	FR: Prof & Chair TO: No change	Modern Lang & Literatures	61,573	64,036	1,800	1,800		4%	1.0	10/1/06	N			7,241	T, O= stipend for trip abroad with students
Robinson, Julia	FR: Univ Lecturer TO: No change	Commun & Theatre	30,135	31,242				4%	0.5	10/1/06	N			9,250	T
Rust, Thomas	TO: Asst Prof TO: No change	History	39,306	40,878	3,000	3,000		4%	1.0	10/1/06	N			43,229	T, O= Honors stipend
Sah, Rakesh	TO: Asst Prof TO: No change	Bus Acad Progs	65,689	68,317				4%	1.0	10/1/06	N			20,572	T
Samples, Agnes	TO: Asst Prof TO: No change	Health & Hum Perf	41,953	43,631				4%	1.0	10/1/06	N			5,000	T
Sanders, Jeffrey	FR: Assoc Prof TO: No change	Nat Amer Studies, Poli Sci, & Sociol	44,384	46,159				4%	1.0	10/1/06	N			33,325	T, O= merit bonus, grant stipend
Schaffer, Deborah	FR: Prof TO: No change	English & Philos	57,650	59,956				4%	1.0	10/1/06	N			750	O= merit bonus
Schaffer, Rachel	FR: Prof TO: No change	English & Philos	58,131	60,456				4%	1.0	10/1/06	N				
Schmitz, Randall	FR: Instructor, Coll of Tech TO: No change	Bus & Information	50,139	52,145				4%	1.0	10/1/06	N			4,600	T
Schrag, Loren	FR: Instructor, Coll of Tech TO: No change	Health Occupations	36,771	40,670	1,400	1,600		11%	1.0	8/22/06	P			8,907	T, O= team leader stipend,
Schrag, Loren	FR: Instructor, Coll of Tech TO: No change	Health Occupations	40,670	42,297	1,400	1,600		4%	1.0	10/1/06	N			8,907	T, O= team leader stipend,
Schwalbe, Lynette	FR: Univ Lecturer TO: No change	Lecturer Ed Theory & Practice	32,762	34,072				4%	1.0	10/1/06	N				

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NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actu al FTE	Effective (Show end date if temp)	Reason	Spec Condi tions	Tenur e (Chang e Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Shaw, John	FR: Assoc Prof & Chair TO: No change	Health & Hum Perf	51,461	53,519	1,800	1,800		4%	1.0	10/1/06	N			27,427	T
Sheppard, Thomas Christfern	FR: Univ Lecturer TO: No change	Music	37,000	38,480				4%	1.0	10/1/06	N				
Smith-Estelle, Allison	FR: Univ Lecturer TO: No change	Biol & Physical Sci	25,634	26,659				4%	0.75	10/1/06	N			6,800	T
Snyder, Stuart	TO: Asst Prof TO: No change	Biol & Physical Scis	40,446	42,064				4%	1.0	10/1/06	N			10,499	T
Spang, Bently	FR: Instructor TO: No change	Art	34,071	35,434				4%	0.5	10/1/06	N				
Spangler, Michael	FR: Instructor, Coll of Tech TO: No change	Diesel Tech	35,344	36,758				4%	1.0	10/1/06	N				
Steerey, Lorraine	FR: Prof TO: No change	Bus Acad Progs	68,429	71,166				4%	1.0	10/1/06	N			17,305	T
Streeter, Sandra	FR: Assoc Prof TO: No change	Spec Ed, Counseling, Reading, & Early Childhood	49,769	51,760				4%	1.0	10/1/06	N			8,275	G, O= merit bonus, grant stipend
Syring, John	TO: Asst Prof TO: No change	Biol & Physical Scis	37,486	38,985				4%	1.0	10/1/06	N				
Tayer, Laura	FR: Univ Lecturer TO: No change	Biol & Physical Scis	35,140	36,546				4%	1.0	10/1/06	N				
Tilton, Melinda	FR: Univ Lecturer TO: No change	Communication & Theatre	35,475	36,894				4%	1.0	10/1/06	N			18,800	T
Toenjes, Kurt	TO: Asst Prof TO: No change	Biol & Physical Scis	40,305	41,917				4%	1.0	10/1/06	N			26,491	T, G
Trewhella, Merry Jane	FR: Univ Lecturer TO: No change	Lecturer Ed Theory & Practice	32,762	34,072				4%	0.5	10/1/06	N				

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NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actu al FTE	Effective (Show end date if temp)	Reason	Spec Condi tions	Tenur e (Chang e Only)	Added Comp Prior FY/AY* Amount	Reason
			From:	To:	From:	To:									
Urbaniak, Timothy	FR: Instructor, Coll of Tech TO: No change	Drafting & Design Tech	40,131	44,030				10%	1.0	8/22/06	P			1,800	T, O= team leader stipend
Urbaniak, Timothy	FR: Instructor, Coll of Tech TO: No change	Drafting & Design Tech	44,030	45,791				4%	1.0	10/1/06	N			1,800	T, O= team leader stipend
Valgenti, Victor	FR: Instructor, Coll of Tech TO: No change	Comp Sys Tech	37,236	38,685				4%	1.0	10/1/06	N			7,200	T
Vettel-Becker, Patricia	FR: Assoc Prof TO: No change	Art	44,175	45,942				4%	1.0	10/1/06	N			3,600	T
Warren, Peter	FR: Prof TO: No change	Art	63,891	66,447				4%	1.0	10/1/06	N			6,790	T
Weiss, David	TO: Asst Prof TO: No change	Commun & Theatre	50,000	50,000				0%	1.0	10/1/06	N				
Wheeling, Barbara	TO: Asst Prof TO: No change	Bus Acad Progs	82,800	86,112				4%	1.0	10/1/06	N			6,640	T
Wiatr, Stanley	FR: Assoc Prof & Chair TO: No change	Biol & Physical Scis	50,598	52,622	1,800	1,800		4%	1.0	10/1/06	N			20,604	T
Wickun, William	FR: Assoc Prof TO: No change	Biol & Physical Scis	49,205	51,173				4%	1.0	10/1/06	N			28,428	T
Wiles, Steven	Asst Prof	Biol & Physical Scis	39,692	41,280				4%	1.0	10/1/06					
Wilkinson, Timothy	FR: Assoc Prof TO: No change	Bus Acad Progs	85,000	85,000	3,000	3,000		0%		10/1/06	N				
Wilson, Craig	FR: Prof & Chair TO: No change	Nat Amer Studies, Poli Sci, & Sociol	59,090	61,454	1,800	1,800		4%		10/1/06	N			5,639	T, O= grant stipend
Womack, Karen	FR: Instructor, Coll of Tech TO: No change	Related/Gen Ed	36,344	37,758				4%		10/1/06	N			1,800	T

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			From:	To:	From:	To:									
Woolston, William Dee	FR: Univ Lecturer TO: No change	Lecturer Psych	33,859	35,212				4%	0.5	10/1/06	N				
Yazak, Daniel	FR: Prof TO: No change	Spec Ed, Counseling, Reading, & Early Childhood, Rehab & Hum Svc	54,764	56,954				4%		10/1/06	N			27,212	T
Zoltowski, Lea	FR: Univ Lecturer TO: No change	Univ Lecturer Art	33,179	33,179				0%		10/1/06	N				
Zwick, Thomas	FR: Prof TO: No change	Biol & Physical Scis	63,410	65,946				4%		10/1/06	N			6,739	T
TOTALS			8,948,916	9,313,158				4.07%							

III. End of Employment / Leaves (Report only non-renewals per 711.1 & Leaves of Absence)				
NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)
A. Administrators/Professionals/Coaches				
Malnaa, Kami	Asst Women's Basketball Coach		7/2/2006	

LEGEND	
TENURE:	*IMPORTANT NOTE: Additional Comp is reported annually in September
NT = Nontenurable	
P = Probationary	^ Subject to continuation of federal funds, proprietary funds and/or grants.
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)	

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			From:	To:	From:	To:									
I. NEW HIRES															
A. Faculty															
O'Connor, John Ph.D. CAPE	Assoc Prof of Health & Physical Ed	CEASN	49,993	45,540			(R)- Spatkowski 8/22/06	-8.91%	1	8/22/06			P		
			45,540	47,122					3.47%		10/1/06				
Puisto, Jaakko Ph.D.	Asst Prof of History & Nat Amer Studies	CEASN	55,978	39,729			(R)- WThackery 8/22/07	-29.03%	1	8/22/06			P		
			39,729	41,036					3.29%		10/1/06				
II. CHANGES															
A. Administrators/Professionals/Coaches															
Capdeville, Alex, Ph.D.	Chanc	Chanc	117,845	128,500				9.04%	1	10/1/06			NT		
Jensen, Charles V., MBA, CPA	Vice Chanc for Fin /Student Affairs	Fin/ Student Afrs	97,313	101,206				4.00%	1	10/1/06			NT		
Jimeno, Cheri Ph.D.	Prov/Vice Chanc for Acad Affairs	Prov	103,000	107,120				4.00%	1	10/1/06			NT		
B. Faculty															
Professors:															
Rawn, Will P. Ph.D.	FR: Interim Dean Coll of Ed/Arts & Sci/ Nursing TO: Prof of English	CEASN	80,730	54,062				-33.03%	1	8/1/06	Returned to faculty rank		T		
Sellers, Darlene Ph.D.	FR: Assoc Prof of Ed TO: Prof of Ed	CEASN	48,889	53,492				9.42%	1	8/1/06	P		T		
Smeby, Curtis Ph.D.	FR: Assoc Prof of Curr & Instruction TO: Prof of Curr & Instruction	CEASN	47,606	52,209				9.67%	1	8/1/06	P		T		

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			From:	To:	From:	To:									
Trethewey, Janet Ed.D.	FR: Assoc Prof of Educ TO: Prof of Ed	CEASN	45,469	50,072				10.12%	1	8/1/06	P		T		
(C) FACULTY: FOR InfoAL PURPOSES ONLY. 2006-07 FACULTY ROSTER: (Faculty salaries, rank and tenure reflect 2006-07 ratified collective bargaining agreement; Acad year appointments unless otherwise indicated) (New salary figures include 05-06 Svc point given to those faculty applicable beginning 8/1/06.)															
Carlson, Kevin S. MBA	Prof of Bus	COTS	53,492	55,620				3.98%	1	10/1/06			T	1,000 17,652	O-NN T-SS
Christeck, Robert P. Ph.D.	Prof of Chemistry	CEASN	56,627	58,755				3.76%	1	10/1/06			T	4,672 4,650 1,600	T-SS T-ovrld T-IS
Clouse, Gregory C. M.Ed.	Prof of Diesel & Agri Tech	COTS	51,212	53,340				4.16%	1	10/1/06			T	1,873 100 600	T-SS T-ovrld T-IS
Edwards, James R. Ph.D.	Prof of Econ	CEASN	52,352	54,480				4.06%	1	10/1/06			T	8,638 900	T-SS T-IS
Gilmartin, Brian G. Ph.D.	Prof Ed/ Socio/ Psyc	CEASN	54,204	56,332				3.93%	1	10/1/06			T	8,944	T-SS
Hawkinson, Virgil C. Ed. D.	Prof of Metals Tech	COTS	54,917	57,045				3.87%	1	10/1/06			T	3,350 600	T-ovrld T-IS
Hester, Gregory A. Ed.D.	Prof of Water Quality Tech/Enviro Health	CEASN	54,062	55,905				3.41%	1	10/1/06			T	8,161	T-SS
Howland, James C. MBA	Prof of Comp Info Sys	COTS	48,504	50,347				3.80%	1	10/1/06			T	5,938 1,400 600	T-SS T-ovrld T-IS
Johnson, Kevin H. M.S.	Prof of Auto Tech	COTS	50,357	52,485				4.23%	1	10/1/06			T	750 135	T-ovrld O-Cabin Fever
Lockwood, Stephen P. Ph.D.	Prof of English	CEASN	52,067	54,195				4.09%	1	10/1/06			T	200 8,591	T-NN T-SS

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			From:	To:	From:	To:									
Lockwood, Suzanne F. RN. Ed.D	Prof of Nursing	CEASN	53,634	55,762				3.97%	1	10/1/06			T	14,749 2,700	T-SS T-ovrld
McCroskey, Mary L. Ed. D	Prof of Ed	CEASN	52,067	53,910				3.54%	1	10/1/06			T		
Miller, Robert L. M.Ed.	Prof of Auto Tech	CEASN	54,632	56,760				3.90%	1	10/1/06			T		
Rawn, Will P. Ph.D.	Prof of English	CEASN	54,062	55,905				3.41%	1	10/1/06			T		
Sellers, Darlene Ph.D.	Prof of Ed	CEASN	53,492	55,335				3.45%	1	10/1/06			T	16,617 2,512 100	T-SS T-ovrld T-IS
Smeby, Curtis Ph.D.	Prof of Curr & Instruction	CEASN	52,209	54,052				3.53%	1	10/1/06			T	600 11,782	O-NN T-SS
Snider, John M. Ph.D.	Prof of English	CEASN	53,492	55,620				3.98%	1	10/1/06			T	14,710 1,400	T-SS T-ovrld
Soiseth, Joel K. MFA	Prof of Art	CEASN	48,504	50,347				3.80%	1	10/1/06			T	4,002 300	T-SS T-IS
Stallkamp, Lloyd E. M.Ed., M.S.	Prof of Electronics Tech	COTS	50,214	52,342				4.24%	1	10/1/06			T	3,350 200	T-ovrld T-IS
Stilger, Lynn R. M.Ed	Prof Diesel Tech	COTS	49,359	51,202				3.73%	1	10/1/20 06			T		
Strizich, Lawrence J. - M.Engr.	Prof Elec Eng Tech & Comp Info Sys Dept Chair - Tech Sci	COTS	53,207	55,335	3600	3600		4.00%	1	10/1/06	Dept Chair		T	8,779 3,350 300	O-NW T-ovrld T-IS
Trethewey, Janet Ed.D.	Prof of Ed	CEASN	50,072	51,915				3.68%	1	10/1/06			T		
Welch, Thomas M. M.S.	Prof of Agri Tech	COTS	49,929	52,057				4.26%	1	10/1/06			T	115 6,865	O-Cbn Fvr T-SS
Wiberg, Janice L. D.M.A.	Prof of Music	CEASN	54,917	57,045		725		3.87%	1	10/1/06	Choir Director		T	4,531	T-SS

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			From:	To:	From:	To:									
Assoc Profs:															
Danley, William H. M.S.	Assoc. Prof of Agri & Mech Tech	COTS	46,039	47,906				4.06%	1	10/1/06			T	100	T-ovrld
Hesske, Steve D. Ph.D.	Assoc Prof of English	CEASN	47,606	49,473				3.92%	1	10/1/06			T	200 14,401	T-NN T-SS
Munson, Terence E. M.I.M.	Assoc Prof of Bus	COTS	48,319	50,186				3.86%	1	10/1/06			T	7,973 1,400 300	T-SS T-ovrld T-IS
Reifschneider, Carol A. Ph.D.	Assoc Prof of Water Quality Tech/Enviro Health Dept Chair - Arts & Sci	CEASN	46,837	48,704	3000 DC 10 mo.	3600 DC		3.99%	1	10/1/06	Dept Chair		T	9,016	O-NW
Rundquist, Vaughn M. Ph.D.	Assoc Prof of Biol	CEASN	48,604	50,471				3.84%	1	10/1/06			T	12,029 100	T-SS T-ovrld
Seiffert, Mark A. Ed.D.	Assoc Prof of Speech/ Comm	CEASN	47,464	49,331				3.93%	1	10/1/06			T	9,137	T-SS
Skornogowski, Brenda F. MBA	Assoc Prof of Bus	COTS	49,601	51,468				3.76%	1	10/1/06			T	200 12,276 1,400 300	T-NN T-SS T-ovrld T-IS
Stone, Roger D. M.B.A.	Assoc Prof of Comp Info Sys	COTS	48,176	50,043				3.88%	1	10/1/06			T	7,949 900	T-SS T-IS
Swartz, Jr., William J. Ed.D.	Assoc Prof of Math	CEASN	48,319	50,186				3.86%	1	10/1/06			T	750	T-ovrld
Thackeray, Darryll H. M.Ed.	Assoc Prof of Auto Tech	COTS	47,321	49,188				3.95%	1	10/1/06			T	750	T-ovrld
Asst Profs:															
Boysun, Wane M.Ed.	Asst Prof of Auto Tech/Agri Mechanics	COTS	37,426	39,018				4.25%	1	10/1/06			T	1,369 750 600	T-SS T-ovrld T-IS

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			From:	To:	From:	To:									
Bricker, Darlene MS	Asst Prof of Ed	CEASN	38,708	40,300				4.11%	1	10/1/06			P	8,516	T-SS
Brodeur, Joel M.Ed.	Asst Prof of Design Drafting Tech	COTS	35,494	37,086				4.49%	1	10/1/06			P	3,350 1,200	T-ovrld T-IS
Castle, Robin M.S.	Asst Prof of Ed	CEASN	34,385	35,692				3.80%	1	10/1/06			P	13,580 200	T-SS T-IS
Foley, John B Ph.D.	Asst Prof of Counselor Ed/ Grad Program	CEASN	41,687	43,279				3.82%	1	10/1/06			P	11,464 1,855	T-SS T-ovrld
Hembd, Judy M.Ed	Asst Prof of Nursing	CEASN	40,655	42,247				3.92%	1	10/1/06			P	10,062 4,650	T-SS T-ovrld
Henehan, Maureen MSN	Asst Prof of Nursing	CEASN	40,655	42,247				3.92%	1	10/1/06			P	6,708 4,650	T-SS T-ovrld
Hoogendam, Rose RN, MSN	Asst Prof of Nursing	CEASN	40,655	42,247				3.92%	1	10/1/06			P	6,708	T-SS
Johnke, Robert M.N.S.	Asst Prof of Math	CEASN	40,655	42,247				3.92%	1	10/1/06			P	6,708 300	T-SS T-IS
Miller, Michael MS	Asst Prof of Civil Eng Tech	COTS	41,795	43,387	6000 AD	6000 AD		3.81%	1	10/1/06	Prog Coord		P		
Pease, Norton MFA	Asst Prof of Graphic Design	CEASN	38,207	39,799		363		4.17%	1	10/1/06	Newspaper advisor		P	6,304 100 300	T-SS T-ovrld T-IS
Petersen, Theresa MS	Asst Prof of Nursing	CEASN	40,655	42,247				3.92%	1	10/1/06			P	6,708 3,025	T-SS T-ovrld
Pollington, Charles T. MS	Asst Prof of Math	CEASN	37,805	39,397				4.21%	1	10/1/06			P	6,238 1,650	T-SS T-ovrld
Scheresky-O'Neil, Lisa MSN	Asst Prof of Nursing	CEASN	40,655	42,247				3.92%	1	10/1/06			P	200 6,708 4,650	T-NN T-SS T-ovrld
Verploegen, Mary MS	Asst Prof of Comp Info Sys	COTS	37,520	39,112				4.24%	1	10/1/06			FR: P TO: T	4,127	T-SS

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			From:	To:	From:	To:									
Wilke, Lanny M.Ed.	Asst Prof of Bus	COTS	38,660	40,252				4.12%	1	10/1/06			T	400 9,568 750 300	T-NN T-SS T-ovrld T-IS
Williams, Arlys M.Ed	Asst Prof of Nursing	CEASN	40,370	41,962				3.94%	1	10/1/06			P	200 3,350	T-NN T-ovrld
Williams, Katherine Ph.D.	Asst Prof of Community Svc / Communication	CEASN	40,644	42,236				3.92%	1	10/1/06			P	300	T-IS
Young, Annette M.A.	Asst Prof of Ed	CEASN	36,420	38,012				4.37%	1	10/1/06			P	600 11,017	T-NN T-SS
Instructors:															
Don , Steven BC, Agri	Instructor in Auto and Diesel	COTS	31,219	32,617				4.48%	1	10/1/06			P	575 1,142	O-Cbn Fvr T-SS
TOTALS			3,050,992	3,155,339				3.42%							
LEGEND															
TENURE:															
NT = Nontenurable															
P = Probationary															
T = Tenured															
*IMPORTANT NOTE: Additional Comp is reported annually in September															
^ Subject to continuation of federal funds, proprietary funds and/or grants.															
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)															

ITEM 132-2850-R0906 Staff; Montana State University-Great Falls											September 27-29				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason
			From:	To:	From:	To:									
I. NEW HIRES															
A. Administrators/Professionals/Coaches															
Hay, Judy	Asst Dean, Student Svc	Student Svc		72,000			N - 8/7/06		1						
B. Faculty															
Harding, Jason	Math Fac	Arts & Sci	37,992	31,402			R - O'Lear 8/16/06		1						
Staples, Gail	Dental Hygiene Fac	Health Sci	38,973	36,994		4000	R - Weber 8/16/06		1		Recruit				
Ward, Lynn	HIT/HICS Prog	Health Sci	44,001	36,994			R - Kowalski 8/16/06		1						
Wing, Linda	Dental Hygiene Fac	Health Sci	37,423	36,994		4000	R - Emard 8/16/06				Recruit				
II. CHANGES															
A. Administrators/Professionals/Coaches															
Baukol, Mary Ellen	Asst Dean for Bus & Fin	Bus Office	80,602	83,828				4.00%		10/1/06	N				
Moe, Mary	Dean/CEO	Dean's Office	104,928	110,000				4.83%		10/1/06	N				
Pedersen, Vernon	Assoc Dean for Acad /Student Svc TO: Dept Chair, Arts & Sci	Arts & Sci	78,143	65,000				-16.8%		8/1/06	Other				
Schaffer, Joseph	Asst Dean for Outreach & Workforce Dev	Outreach & Workfor Dev	70,000	72,800				4.0%		8/1/06	N				
B. Faculty															
Adams, Daniel	Sci Fac	Arts & Sci	36,664	38,131				4.0%	1	10/1/06				2,428	T
Bates, Leonard	Respiratory Ther	Health Sci	52,278	54,369				4.0%	1	10/1/06				10,944	T

ITEM 132-2850-R0906 Staff; Montana State University-Great Falls											September 27-29				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason
			From:	To:	From:	To:									
Baumann, Kimberly	HIT/HICS Prog	Health Sci	33,424	34,761				4.0%	1	10/1/06					
Besich, Marilyn	Bus Mgmt	Bus & Tech	49,224	51,193				4.0%	1	10/1/06			8,922	T, O	
Bridger, Fred	English	Arts & Sci	37,090	38,574				4.0%	1	10/1/06			7,403	T, O	
Brown, Jeffrey	Computer Tech	Bus & Tech	41,892	48,650				16.1%	1	10/1/06	Promotion from Level III to IV		12,594	T, O	
Carter, Jana	English	Arts & Sci	35,667	37,094				4.0%	1	10/1/06			2,984	T, O	
Cooper, Susan	Health Sci	Health Sci	37,195	38,683				4.0%	1	10/1/06			6,513	DC, O	
Eakman, Donna	Office/Computer Tech	Bus & Tech	48,917	50,874				4.0%	1	10/1/06			15,570	T, O	
Fike, Hilde	Math Fac	Bozeman Prog	31,431	32,688				4.0%	1	10/1/06			2,753	T, O	
Ford-Dwyer, Teri	Bus Mgmt	Bus & Tech	43,114	44,839				4.0%	1	10/1/06			10,810	T, O	
Gottwig, Bruce	Computer Tech	Bus & Tech	37,298	43,885				17.7%	1	10/1/06	Promotion from Level II to III		17,871	T, O	
Harding, Jason	Math Fac	Arts & Sci	31,402	32,658				4.0%	1	10/1/06					
Hazen, Colleen	English	Arts & Sci	35,771	42,297				18.2%	1	10/1/06	Promotion from Level II to III		9,045	T, O	
Hendersen, Joel	Emergency Svc	Health Sci	31,146	32,392				4.0%	1	10/1/06			9,391	T, O	
Holzeimer, Grayce	Art	Arts & Sci	37,090	38,574				4.0%	1	10/1/06			3,291	T	
Johnson, Rebecca	Math Fac	Arts & Sci	35,720	37,149				4.0%	1	10/1/06			7,385	T, O	
Keil, Jill	Math Fac	Arts & Sci	42,502	44,202				4.0%	1	10/1/06			8,000	T, O	

ITEM 132-2850-R0906 Staff; Montana State University-Great Falls											September 27-29				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason
			From:	To:	From:	To:									
Kercher, Patricia	Practical Nursing	Health Sci	38,198	39,726				4.0%	1	10/1/06				7,970	T
Mattingly, Kirk	Design Drafting Tech	Bus & Tech	38,090	39,576				3.9%	0.61	10/1/06				3,070	T
McKeever, Cherie	General Sci	Arts & Sci	42,197	43,885				4.0%	1	10/1/06				9,119	T, O
Myers, Julie	Interior Design	Bus & Tech	33,423	34,760				4.0%	1	10/1/06					
Myers, Laurence	Emergency Svc	Health Sci	32,410	33,706				4.0%	1	10/1/06				5,463	T, O
Myles, Cynthia	Practical Nursing	Health Sci	35,466	39,931				12.6%	1	10/1/06	Promotion from Level 1.5 to II			7,615	T
Newton, Deborah	Office Tech/ Medical Transcription	Bus & Tech	48,000	49,920				4.0%	1	10/1/06				13,364	T, O
Nitschke, Jon	Acct	Bus & Tech	52,278	54,369				4.0%	1	10/1/06				1,800	O
Pasek, Heidi	Socio/Psyc	Arts & Sci	42,501	44,201				4.0%	1	10/1/06	Served as Director of Instruction			24,344	T, O
Paul, Timothy	Computer Tech	Bus & Tech	42,501	44,201				4.0%	1	10/1/06				31,505	DC, T, O
Paulauskis, Gregory	Respiratory Ther	Health Sci	49,834	51,827				4.0%	1	10/1/06				12,033	T
Peffer, Roger	Biol	Health Sci	37,090	38,574				4.0%	1	10/1/06				1,200	O
Perry, Carmen	Dental Asst	Health Sci	43,418	45,155				4.0%	1	10/1/06				9,852	T, O
Plante, Mark	Math Fac	Arts & Sci	34,855	36,249				4.0%	1	10/1/06				7,326	T, O
Rehberger, Richard	Math Fac	Bozeman Prog	36,236	37,685				4.0%	1	10/1/06				40	O
Savage, John	Math Fac	Bozeman Prog	37,090	38,574				4.0%	1	10/1/06				360	O

ITEM 132-2850-R0906 Staff; Montana State University-Great Falls											September 27-29				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason
			From:	To:	From:	To:									
Spannring, Shelli	Math Fac	Bozeman Prog	31,716	32,985				4.0%	1	10/1/06				40	O
Staples, Gail	Dental Hygiene Fac	Health Sci	36,994	38,474				4.0%	1	10/1/06					
Thompson, Cindy	Computer Tech	Bus & Tech	32,569	33,872				4.0%	1	10/1/06				1,800	O
Thurston, Stephen	Auto Body	Bus & Tech	42,698	44,406				4.0%	1	10/1/06					
Vaccaro, Lawrence	Comm	Arts & Sci	42,808	44,520				4.0%	1	10/1/06				13,693	DC, T, O
Veleber, Dennis	General Sci	Arts & Sci	36,667	38,094				3.9%	1	10/1/06				7,031	T, O
Ward, Lynn	HIT/HICS Prog	Health Sci	36,994	38,474				4.0%	1	10/1/06					
Wardinsky, Kenneth	Computer Tech	Bus & Tech	32,854	34,168				4.0%	1	10/1/06				7,655	T, O
Wenz, Adam	Chemistry	Arts & Sci	30,577	31,800				4.0%	1	10/1/06				2,400	O
Williams, Robin	General Sci	Arts & Sci	36,900	38,376				4.0%	1	10/1/06				5,481	T, O
Wing, Linda	Dental Hygiene Fac	Health Sci	36,994	38,474				4.0%	1	10/1/06					
TOTALS			2,072,856	2,158,623				4.14%							
III. End of Employment / Leaves (Report only non-renewals per 711.1 and Leaves of Absence)															
NAME (First, Last)	Title/Rank	Dept.	Effective Date	REASON (If Leave of Absence)											
B. Fac															
O'Lear, Michael	Math Fac	Arts & Sci	8/1/2006												
Weber, Lynette	Dental Hygiene	Health Sci	7/31/2006												
Schultz, Cynthia	Practical Nursing	Health Sci	7/31/2006												
LEGEND															
TENURE:															
*IMPORTANT NOTE: Additional Comp is reported annually in September															

ITEM 132-2850-R0906 Staff; Montana State University-Great Falls											September 27-29				
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	Special Conditions	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason
			From:	To:	From:	To:									
NT = Nontenurable P = Probationary T = Tenured ^ Subject to continuation of federal funds, proprietary funds and/or grants.															
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)															

September 27-29, 2006

ITEM 132-107-R0906

**Approval of Tentative Agreement with Teamsters Union
Local 2**

THAT:

The Montana Board of Regents of Higher Education approves the Tentative Agreement with Teamsters Union Local 2.

EXPLANATION:

See attached memo to Board of Regents from Kevin McRae, Director of Labor Relations and Human Resources.

ATTACHMENTS:

- A. Memo to Board of Regents from Kevin McRae
- b. Tentative Agreement with Teamsters Union Local 2

TO: Montana Board of Regents

FROM: Kevin McRae, Director
Labor Relations and Human Resources

RE: Approval of Tentative Agreement with Teamsters Union Local 2

DATE: September 27-29, 2006

Attached is a summary of the tentative agreement reached with the Teamsters Union Local 2. This bargaining unit consists of approximately three mechanics and one dispatcher in the motor pool at the University of Montana in Missoula. The union-ratified tentative agreement is a first contract covering a new bargaining unit.

The agreement includes:

- Wage increases averaging 3.5 percent and 4.0 percent effective October 1, 2005, and October 1, 2006, respectively.
- Final and binding arbitration of grievances by a neutral party.
- Mandatory dues or representation fees deducted from employee pay and submitted to the union.
- No strike / no lockout during the term of the agreement.
- Term of the agreement expires June 30, 2007.

I recommend approval of the tentative agreement with the Teamsters.

**Summary of Tentative Agreement
Between
the Teamsters Local 2
and
Montana University System
September 2006**

(First contract covering a new bargaining unit of UM Motor Pool employees)

1. GENERAL WAGES

Pay increases averaging 3.5 percent and 4 percent in October 2005 and October 2006.

2. LEAVE PROVISIONS

Sick leave, annual leave, etc., in accordance with Board of Regents policies.

3. INSURANCE COVERAGE

The employer contribution to group health insurance benefits shall be made for full-time and permanent part-time employees working twenty (20) or more hours per week and who regularly work more than six (6) months per year. The employer contribution to health insurance for eligible employees shall be \$557 per month for the fiscal year ending June 30, 2007.

4. TUITION WAIVER BENEFIT

Tuition waivers for employees and dependents in accordance with Board of Regents policies.

5. ARBITRATION

Final and binding arbitration of grievances before a neutral arbitrator, costs shared equally between the parties.

6. UNION SECURITY

"Agency shop" provision requiring deduction of dues or representation fees from employee pay to be forwarded to the union.

7. NO STRIKE

Employees shall not engage in any strikes, slowdowns, or other work stoppages during the term of the agreement. There shall be no lockouts by the employer during the term of the agreement.

8. TERM

Contract expires June 30, 2007.

ITEM 132-2004-R0906

Authorize Requests For Faculty Participation In Companies Under Regents Policy 407; Montana State University-Bozeman

THAT:

Consistent with Regent's Policy and provisions of MCA 20-25-109, the Board of Regents of the Montana University System provides authorization for Montana State University to approve faculty involvement with companies as stated in the attached.

EXPLANATION:

1. Pursuant to Regent's Policy 407, university employees must seek permission to serve as an officer, employee, member of a governing board, or to hold equity in a for-profit entity that has an agreement with a University unit that relates to the development, licensing or commercial exploitation of intellectual property owned in whole or in part by that individual or the University System.

2. The following requests are attached:

A. Dr. Jerry Bergman, Eastern Agricultural Research Station to participate as a member of Sustainable Systems, LLC and to serve on its governing board.

B. Dr. Kris Merkel and Dr. Zach Cole to serve as part-time employees of S2Corp while serving as part-time employees of MSU.

C. Dr. Charles Spangler and Dr. Alex Rebane to hold equity in MPA Technologies and for Dr. Spangler to serve on the governing board of MPAT and as a part-time employee of MPAT while serving as a part-time employee of MSU.

D. Dr. Gary Strobel, Emeritus Faculty member, to serve on the governing board of Phillips Environmental, INC.

E. Dr. Mark Young and Dr. Trevor Douglas to hold equity in Specigen, Inc.

Each of the above are inventors of technologies which have been licensed to the companies for which permission is sought.

ATTACHMENTS:

Five Submission Forms

**EQUITY INTEREST/BUSINESS PARTICIPATION SUBMISSION FORM
REGENTS POLICY 407**

This form is to be submitted with any Board of Regents item when a campus seeks the approval of an agreement with or arrangement regarding an employee pursuant to 20-25-109 MCA and Regents Policy 407.

If any submission concerns matters of trade secrets or confidential business information, or any other matter entitled to privacy under state or federal law (e.g., the federal statute known as Bayh/Dole) the submitting campus may request consideration of the submission, in whole or in part, in executive session.

1. a. Name(s) of the university employee(s) involved.

Dr. Jerald Bergman, a Montana Agricultural Experiment Station employee located at the Eastern Agricultural Research Center at Sidney, Montana.

b. Name(s) of business entity(ies) involved and its contractual relationship with the university or other public agency.

Safflower Technologies International, LLC

2. Summarize the nature of the intellectual property that was developed by the employee seeking approval

Dr. Bergman has developed safflower varieties which were subsequently licensed to Safflower Technologies International. The licenses were executed on July 27, and July 29, 2004. Dr. Bergman is a member of the LLC and therefore believes it is appropriate to seek approval for this ownership interest.

3. The university and employee(s) are seeking approval for (check as many as appropriate):

a. The employee has or will be awarded equity interest in the Business Entity.

b. The employee who is serving or may serve as a member of the board of directors or other governing board of the business entity.

c. The employee to accept employment from the Business Entity.

4. How will approval of this relationship contribute to the objectives of the university's technology transfer and intellectual property development programs?

These high linoleic varieties of safflower are well adapted to growing conditions in Eastern/Central Montana, and will be utilized principally as a wholeseed high-end livestock nutrition supplement to enrich livestock, poultry, fish, birdfood and other pet rations/diets. The high linoleic dietary fat supplement has the potential to reduce saturated fat and enhance CLA levels in meat and dairy products for healthier products. The high linoleic safflower varieties may also be processed by Montana oilseed processing plants (Montola, Inc., Culbertson, MT; Peaks and Prairies, LLC, Malta, MT; and Montana Specialty Mills, Great Falls, MT) to provide high linoleic safflower oil for edible and industrial uses. These licenses will thus benefit the economy of this rural region.

**EQUITY INTEREST/BUSINESS PARTICIPATION SUBMISSION FORM
REGENTS POLICY 407**

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If any submission concerns matters of trade secrets or confidential business information, or any other matter entitled to privacy under state or federal law (e.g., the federal statute known as Bayh/Dole) the submitting campus may request consideration of the submission, in whole or in part, in executive session.

1. a. Name(s) of the university employee(s) involved.

Dr.'s Kris Merkel and Zach Cole have been hired by S2Corp at 99.5% time. Each remain 0.05% at MSU in order to fulfill grant related commitments. Each is a co-inventor on patents licensed to S2Corp.

b. Name(s) of business entity(ies) involved and its contractual relationship with the university or other public agency.

S2Corp, Bozeman, Montana, has licensed technologies from MSU.

2. Summarize the nature of the intellectual property that was developed by the employee seeking approval

Laser technologies, including improved radar technology, have been developed in the MSU Spectrum Lab. These technologies were developed using funding from federal agencies and Montana Board of Research and Commercialization. The technologies have been licensed to S2Corp and have both military and civilian applications.

3. The university and employee(s) are seeking approval for (check as many as appropriate):

a. The employee has or will be awarded equity interest in the Business Entity.

b. The employee who is serving or may serve as a member of the board of directors or other governing board of the business entity.

X c. The employee to accept employment from the Business Entity.

4. How will approval of this relationship contribute to the objectives of the university's technology transfer and intellectual property development programs?

**ITEM 132-2004-R0906 attachment
(Merkel and Cole) – page 2**

S2Corp is an important technology-based company in the Gallatin Valley, employing more than 20 people and working closely with MSU's Spectrum Lab. The collaboration is expected to lead to commercial products, increased employment opportunities for student and graduates, increased economic vitality in Bozeman and the dissemination of important technological advances.

**EQUITY INTEREST/BUSINESS PARTICIPATION SUBMISSION FORM
REGENTS POLICY 407**

This form is to be submitted with any Board of Regents item when a campus seeks the approval of an agreement with or arrangement regarding an employee pursuant to 20-25-109 MCA and Regents Policy 407.

If any submission concerns matters of trade secrets or confidential business information, or any other matter entitled to privacy under state or federal law (e.g., the federal statute known as Bayh/Dole) the submitting campus may request consideration of the submission, in whole or in part, in executive session.

1. a. Name(s) of the university employee(s) involved.

Dr. Charles Spangler (.328 employed by MSU)
Dr. Alex Rebane (full-time MSU employee)

The following relationships are submitted for approval:
Dr. Charles Spangler – equity, board member, employee
Dr. Alex Rebane – equity

MSU is seeking approval of the above relationships between MSU employees and MPA Technologies.

- b. Name(s) of business entity(ies) involved and its contractual relationship with the university or other public agency.

MPA Technologies, Inc. has licensed technology from MSU.

2. Summarize the nature of the intellectual property that was developed by the employee seeking approval

MSU researchers have developed chemical compounds that, when combined with laser technology, have use in cancer diagnostics and therapeutics and in data storage. The technology may prove effective in providing non-invasive diagnosis and treatment for cancers which are close to the surface. Additionally, data storage mechanisms for better and faster storage utilize a related technology.

3. The university and employee(s) are seeking approval for (check as many as appropriate):

a. The employee has or will be awarded equity interest in the Business Entity. (Spangler, Rebane)

b. The employee who is serving or may serve as a member of the board of directors or other governing board of the business entity. (Spangler)

- X c. The employee to accept employment from the Business Entity.
(Spangler)

4. How will approval of this relationship contribute to the objectives of the university's technology transfer and intellectual property development programs?

These technologies are novel and revolutionary. If FDA approval is granted for the diagnostic and therapeutic applications, the technologies will contribute significantly to the diagnosis and treatment of cancer and other diseases, saving money and trauma by reducing and, in some cases, eliminating the need for surgical procedures.

The data storage technology can provide significant improvement to computer technologies, resulting in commercial products which can generate revenue and provide solutions for companies in almost any field.

Allowing Dr. Spangler's relationships will provide this MSU spin-off company the ability to utilize the expertise and know how of the inventor, increase the inventor's commitment to the company, and contribute to the likelihood that the company will succeed.

Allowing Dr. Rebane to hold equity will serve the same purposes.

The success of the company will raise the awareness of MSU as a source of important and successful technologies and will increase the licensing income of MSU. MPA is a local company and it is to be expected that employment and economic development will be positively impacted by its presence in the Gallatin Valley.

**EQUITY INTEREST/BUSINESS PARTICIPATION SUBMISSION FORM
REGENTS POLICY 407**

This form is to be submitted with any Board of Regents item when a campus seeks the approval of an agreement with or arrangement regarding an employee pursuant to 20-25-109 MCA and Regents Policy 407.

If any submission concerns matters of trade secrets or confidential business information, or any other matter entitled to privacy under state or federal law (e.g., the federal statute known as Bayh/Dole) the submitting campus may request consideration of the submission, in whole or in part, in executive session.

1. a. Name(s) of the university employee(s) involved.

Dr. Gary Strobel

- b. Name(s) of business entity(ies) involved and its contractual relationship with the university or other public agency.

Phillips Environmental Products INC, Belgrade, MT
Has licensed technology from MSU.

2. Summarize the nature of the intellectual property that was developed by the employee seeking approval.

Dr. Gary Strobel has isolated and identified microbes which produce volatiles (gases) that kill and decompose other microbes. Targeted microbes include those present in fecal matter. In 2002 RDI (MSU's licensing entity at the time) licensed this technology to Phillips Environmental Technology INC for use in its waste disposal bags utilized with their portable toilet units. Subsequent technology has been licensed as a follow on.

Dr. Strobel has been serving on the scientific advisory board of Phillips. Phillips has now asked Dr. Strobel to serve as a member of the governing board for the company. The board membership is an unpaid position.

Dr. Strobel is currently an Emeritus Faculty member at MSU serving on a one-third post-retirement appointment.

3. The university and employee(s) are seeking approval for (check as many as appropriate):

a. The employee has or will be awarded equity interest in the Business Entity.

X b. The employee who is serving or may serve as a member of the board of directors or other governing board of the business entity.

- c. The employee to accept employment from the Business Entity.

4. How will approval of this relationship contribute to the objectives of the university's technology transfer and intellectual property development programs?

MSU supports the inclusion of Dr. Strobel on the governing board because his unique expertise and commitment to the local company will be useful for the company and will create a close working relationship among the inventor, MSU and the licensee. This relationship may allow the company to improve and expand its use of the MSU licensed intellectual property and license additional technologies. Phillips hires MSU alumni and this would be expected to increase with additional sales and company growth. Phillips also supports research at MSU. Phillips is a vital part of the Belgrade and Gallatin Valley economy and its growth will bring more employment opportunities to the area.

**EQUITY INTEREST/BUSINESS PARTICIPATION SUBMISSION FORM
REGENTS POLICY 407**

This form is to be submitted with any Board of Regents item when a campus seeks the approval of an agreement with or arrangement regarding an employee pursuant to 20-25-109 MCA and Regents Policy 407.

If any submission concerns matters of trade secrets or confidential business information, or any other matter entitled to privacy under state or federal law (e.g., the federal statute known as Bayh/Dole) the submitting campus may request consideration of the submission, in whole or in part, in executive session.

1. a. Name(s) of the university employee(s) involved.

Dr. Mark Young
Dr. Trevor Douglas

Dr.'s Young and Douglas act as private consultants to Specigen, Inc. and have received equity in the company as a result of these consulting activities. This private consulting activity predated MSU's license to Specigen. Because Dr. Young and Dr. Douglas have pre-existing equity, MSU seeks approval of the equity positions held by these two MSU employees.

- b. Name(s) of business entity(ies) involved and its contractual relationship with the university or other public agency.

Specigen, Inc. has licensed technology from MSU.

2. Summarize the nature of the intellectual property that was developed by the employee seeking approval

Dr.'s Young and Douglas, along with another MSU inventor, Dr. Ives Idzerda, have developed nanoparticle technology which may have use in healthcare applications, such as human diagnostic and therapeutic uses and veterinary uses. The technology allows for viral cages (empty viral vessels) to be filled with compounds useful for diagnosing and treating disease, and subsequent delivery of those compounds to targeted cells in the body.

3. The university and employee(s) are seeking approval for (check as many as appropriate):

- a. The employee has or will be awarded equity interest in the Business Entity.

**ITEM 132-2004-R0906 attachment
(Young and Douglas) – page 2**

- b. The employee who is serving or may serve as a member of the board of directors or other governing board of the business entity.
- c. The employee to accept employment from the Business Entity.

4. How will approval of this relationship contribute to the objectives of the university's technology transfer and intellectual property development programs?

The technology has the potential to improve the treatment of disease to the benefit of society. Also, specifically, the company maintains a Montana satellite location which will work closely with the University on research projects and is expected to hire students and alumni.

ADMINISTRATIVE, BUDGET AND AUDIT OVERSIGHT COMMITTEE MEETING
Copper Lounge, SUB
Wednesday, September 27, 2006
12:30 – 3:30 p.m.

12:30 P.M. ROLL CALL and APPROVAL OF THE MINUTES ([Link](#))

ACTION

- 12:35 P.M. a. Utilization of Series J Bond Proceeds for Construction & Renovation of Academic Facilities; Fee Increases; UM-Missoula [ITEM 132-1002-R0906](#)
- b. Increase in Project Authorization for Inter-Disciplinary Science Bldg; UM-Missoula [ITEM 132-1006-R0906](#)
- c. Naming of Buildings; Revise Policy 1004.1 [ITEM 132-104-R0906](#)

INFORMATION

- 1:00 P.M. a. Audit Reports
1. MGSLP – Forms 2000 Review Report – U.S. Dept of Education
- b. Budget Discussions with OBPP - Update
- c. Distance Education Tuition Discussion – Tom Gibson ([Link](#))
- d. Distance Education Conversion; UM-Missoula – Bill Muse ([Link](#))
- e. Concept Review: MUS Honor Scholarships - Bruce Marks ([Link](#))
- f. Concept Review: Acquisition of Land – Super Fund Site ([Link](#))
- g. Concept Review: Master Plan for South Campus; UM-Missoula ([Link](#))

CONSENT

- 3:15 P.M. a. Improve Recreation Area near Hedges/Roskie Resident Hall Complex; MSU-Bozeman [ITEM 132-2003-R0906](#)
- b. Expend Computer Fees; MSU-Bozeman [ITEM 132-2005-R0906](#)
- c. Expend Equipment Fees; MSU-Bozeman [ITEM 132-2006-R0906](#)
- d. Expend Computer Fees; MSU-Great Falls COT [ITEM 132-2853-R0906](#)
- e. Expend Equipment Fees; MSU-Great Falls COT [ITEM 132-2854-R0906](#)
- f. Discontinue Work on OCHE/MGSLP Office Bldg Project/Release Series J Bond Proceeds for Alternative Use; UM-Missoula [ITEM 132-1001-R0906](#)

- g. Replace HPER Building Gymnasium Hardwood Floor; UM-Montana Tech [ITEM 132-1503-R0906](#)
- h. Purchase of property within acquisition zone; Helena College of Technology [ITEM 132-1901-R0906](#) Appraisals may be found at <http://www.montana.edu/wwwbor/AgendaDownloads5-06.htm>
- i. Expend Student Equipment Fees; Helena College of Technology [ITEM 132-1902-R0906](#)

3:20 P.M. PUBLIC COMMENT

BUDGET AND AUDIT OVERSIGHT COMMITTEE MEETING

Wednesday, May 31, 2006

The meeting came to order at 1:10 p.m.

a. Strategic Plan – Discussion

Item a. was deferred to the full board.

b. Report from the Associate Commissioner for Fiscal Affairs

1. New Wellness Center – MSU-Northern

Associate Commissioner Mick Robinson reported on the Wellness Center at MSU-Northern which was approved by the Board at the March, 2006 meeting. It is to be built with all donated funds. He indicated that the Governor had declined to approve it, and on May 17, the Committee had discussed the impact on Northern's ability to receive donations. The item will be included in the LRBP for Authority Only. **Chancellor Capdeville** is concerned since they have already received \$500,000 from the gas and oil industries in their community. He indicated this action could tell donors that it is only tentative. They had never had this happen before. **Regent Semmens** asked Mr. Mark Bruno from the Governor's Office why there would be a problem when it will not involve state funds for anything, even O&M from the outset. **Mr. Bruno** mentioned that the Governor had approved the Lewistown project, and noted the Legislative Session was about 7 months away. **Regent Semmens** asked what the total was to be through fund raising, and **Chancellor Capdeville** indicated \$1mil to \$1.2mil. The campaign is active now, and they had hoped to have it complete in the next year. **Associate Commissioner Robinson** indicated he would like to have a visit with the Governor's office since this is a change of procedure, so he can get a better understanding of the rationale and how the MUS should approach projects in the future that will be built and maintained by 100% donated dollars. Should they go through the Legislature, or some other route? **Mr. Bruno** indicated it was no one's intention to affect adversely the ability of the campus to raise funds.

2. Change in fees for Student Health Insurance

It was reported that the Commissioner had approved the change in Student Health Insurance fees as directed by the Board.

3. Approval of Contract with new vendor for Montana Family Education Savings Plan – ITEM 131-109-R0506

Mr. Bruce Marks, Director the Montana Guaranteed Student Loan Program (GSL) indicated there are two issues in this. The Board needs to review annually reports from the vendor on the specific investment funds and revenues, less fees for a net return. According To Pacific Life, they are introducing a new pricing campaign nationwide that should bring them into line with other providers. They need to make the changes, and while there is no exact timeline, they hope to have a proposal by the end of summer or at least the end of the year. **Regent Semmens** indicated the Board had requested annual reports on fees and net of fees, and asked when that will be done. **Mr. Marks** noted that in the contract presented for approval, under Item 5 it is indicated they will provide that report to the Board by May 31 of each year. However, this year it will probably be the September meeting. Pacific Life wants to move from a high priced provider to a low priced, but certainly not more than middle priced provider. **Regent Semmens** indicated the median for fees is about 2%. Utah has about .3% because of indexed funds. He asked if GSL could encourage Pacific Life to go toward the indexed fund approach. **Mr. Marks** indicated these are included in the contract and it is not an exclusive agreement so they are able to use whatever funds they choose. Although the contract runs for 3 years, they can terminate it with 90 days notice.

Action must be taken at this meeting to approve the contract.

4. Foundation Operating Agreement; The University of Montana-Missoula - ITEM 131-1011-R0506

5. Foundation Operating Agreement; The University of Montana-Western - ITEM 131-1603-R0506

Both Operating Agreements meet the specifications of policy.

The Committee recommends approval of Items 4. and 5.

c. Approval of Project Priority List, Long Range Building Program Montana University System – ITEM 131-112-R0506

Regent Semmens recommended approval of the LRBP and there was consensus of the Committee.

d. OTO Appropriations – ITEM 131-113-R0506

Item d. was deferred until Commissioner Stearns and Associate Commissioner Gibson could be present for the discussion.

e. FY07 Tuition Rates, Flathead Valley Community College, and Dawson Community College - ITEM 131-104-R0506

The Local Boards have the option to present tuition for one year at a time. The Board of Regents approves tuition biannually. **President Karas** of Flathead Valley Community College explained that although the percentage is high, the actual dollar increase is low. They are attempting to catch up with the system. The State funding for community colleges has dropped per FTE. Each community college has local appropriations and mills, which are different in each community. **President Cargill** of Dawson Community College indicated their number is misleading. The Local Board approved 6% and also raised the cap to 15 hours. **President Karas** noted that one reason their mandatory fees increased is because building fees have not risen since 1989. All of these were approved by the Local Boards.

The Committee recommends approval of Item e.

d. Montana University System Revised Tuition Matrices – FY07 - ITEM 131-106-R0506

No action was required on this item since the Board had voted on the rebate in March, 2006. These were revised calculations to reduce tuition in 2007. The changes are effective Fall 2006.

e. Approval of Two Budget Amendment Requests; Office Commissioner of Higher Education - ITEM 131-115-R0506

Additional authority is being requested for FY06 and FY07. Additional authority will be requested through the Budget process for FY08 and FY09. These are all Federal funds.

The Committee recommends approval of Item e.

f. Negative Fund Balance Report

Chancellor Capdeville reported MSU-Northern is meeting all payments on their deficits. Auxiliaries continue to be a challenge for Northern. **Regent Semmens** asked if the general operating deficit was to be decreased by \$150,000. **Chancellor Capdeville** indicated that next year the balance will be \$142,000. The payoff has been building into the operating budgets.

See the attached late report from MSU-Northern on the Negative Fund Balances.

Reports for the other campuses were included with the Agenda.

g. Proposed Transfer of Real Property Interest in Lots 1 Through 22 of Block 32 of the Homevale Addition in the City of Missoula to Missoula County High School District No. 1 (MCHS) Pursuant to a Mediated Settlement Agreement & Release; The University of Montana-Missoula - ITEM 131-1001-R0506

This issue goes back to the transfer of the Vo-Techs to the University System. When the Missoula Vo-Technology became part of UM all the property was transferred with a dollar payment except for this piece. It is referred to as the Homevale Addition. It was originally purchased by Bill Gallagher for vocational education. The School District made payments on the Bonds. There was disagreement on ownership and it was sent to mediation. The decision was for 70-30 ownership, with UM having 30% ownership. The property should sell for a total of \$300,000. The Land Board must approve this, and the Board of Regents needs to approve it so the Commissioner and President Dennison can sign off when it is approved by the Land Board. Associate Commissioner Robinson indicated they needed the Board to authorize the Commissioner and President to approve the final settlement, which still needs to be completed. The language needs to be refined. The proceeds will go to the College of Technology as intended by Bill Gallagher.

The Committee will recommend approval of Item g.

h. Authorization to Secure Inter-cap Loan from Board of Investments for campus expansion – FVCC – ITEM 131-108-R0506

The Local Board of Trustees had approved the resolution to request the approval of the Board of Regents and then the Board of Investments. The bond issue was approved in 2002 for \$15.6mil, and the delay that ensued between 2002 and 2006 increased the cost extensively. After cutting back the scope of the building, the campus is left with a \$3.5mil gap between the bonds and the current cost. They are currently in the silent phase of a campaign to raise funds through donations through the foundation.

The Committee will recommend approval of Item h.

i. Intercollegiate Athletics Financial Accomplishments and Revised Plan; The University of Montana-Missoula – ITEM 131-1009-R0506

Regent Semmens congratulated The University of Montana on this accomplishment.

The Committee will recommend acceptance of the revised plan.

j. Authorization for Annual Automatic Indexing of Student Fees; The University of Montana-Missoula - ITEM 131-1012-R0506

This item reflects an agreement struck between student government and management. **President Dennison** indicated they had narrowed the fees to two to be indexed. They recommend indexing fees by the inflation rate or up to 5%. Over 3.5% increases would be reviewed by the student senate and could be turned down. Any increase over 5% could be overturned by a super majority of students. There will be a biennial review, and they plan to move forward one year from now. **Associate Commissioner Robinson** asked how this would work with the

Board approval of fees on a two year basis. **President Dennison** indicated they would present the actual increase for the first year and the estimated increase for the second year. **Commissioner Stearns** noted that Regent O'Loughlin wanted to be part of this discussion and requested it be revisited with the entire Board. **Regent Semmens** noted they are nearing the end of revising the Allocation Model which should indicate what the system concept of tuition and fees should be. He wanted to have time to consider this concept in the overall discussion of tuition and fees. **President Dennison** indicated he didn't know if timing was an issue, but said they had reached agreement on campus and would like to move forward. **Regent Semmens** asked if the Commissioner had a recommendation. **Commissioner Stearns** indicated her office had been waiting for this discussion as well. She said they tend to ask other campuses if they have looked at the particular issues and she is not aware that has been done on this item. In support of the item, she noted that it addresses the issue that came up two or four years ago when the Board advised the campuses and OCHE to have more steady and constant fee increases rather than holding them for ten or more years and then need a large increase. She questioned why only two fees were included, and although she has no stand against the item, she does have concerns about the need for more research on the system level. **Regent Semmens** indicated the item merits thought and consideration and asked if any other CEO had looked at this type of thing. None had done so. Further discussion was deferred to the full Board.

k. Renew Authorization to Provide Fire Suppression in Johnstone Center; MSU-Bozeman - ITEM 131-2005-R0506

The committee will recommend approval of Item k.

l. Naming the "Harlan & Terri Byker Auditorium"; MSU-Bozeman - ITEM 131-2006-R0506

The committee will recommend approval of Item l.

m. Series K 2006 Facilities Revenue Refunding Bond Issue; MSU - ITEM 131-2007-R0506

Item m. was deferred to the full Board the following day to allow Bond Counsel to be present for discussion.

n. Adoption of A Definition of "Academic Buildings"; MSU - ITEM 131-2010-R0506

Associate Commissioner Mick Robinson indicated this item was for clarification on the issue of O&M on academic buildings. **President Gamble** said he believes the State should cover O&M for any state building regardless of the source of funding to build. **Mr. Robinson** asked that no one take a position on this today but have the discussion and reference the cash funded on HB 5 which indicates OCHE should work with the Budget Office, the Legislature, and A&E to reach agreement on what is to be presented to the Legislature. He recommended adding the issue of O&M to the discussion. Some buildings that were moved forward by the Board outside the Legislative process always had the statement that O&M would not be covered with State funds. These are touchy issues and it reaches back to the earlier decision to use indirects for these costs. **Mr. Robinson** preferred that no action would be taken that would be a line in the sand. The ambiguity relates solely to academic buildings and the Legislature has said in HB 5 that O&M needs to be covered for academic buildings. He wants the MUS to be in line with other state agencies and get this straightened out. **Regent Barrett** asked if adoption of this item would apply retroactively and **Ms. Pam Joehler** indicated it would apply to buildings approved in the last Legislative Session, with a couple changes in previously approved buildings, and in the future. The balance would be dealt with down the road. In answer to Commissioner Stearns, **Mr. Craig Roloff** reported he had started working on this the first week of January and they did work with UM. They shared the item at the system level at the end of January. **Mr. Roloff** indicated they were presenting the item to the Board at this meeting to move it from behind the scenes to the forefront. He said they did not expect immediate endorsement. Further, the campuses were aware there was a meeting called between the Executive, Legislative, and MUS and they were pleased about it. However, they hope to be participants in future meetings. **Mr. Roloff** expressed the hope that both the State and the System would use reason in developing this. **Regent Semmens** indicated he hoped there would be no sides taken in the issue, but rather full collaboration. He said the key research campuses need to be at the table. A recommendation needs to be available to the board at the November meeting in order to have it ready for the Legislative session. It was noted that all research buildings are built with non-state funds, and a handful of academic buildings are built with non-state funds. **Chancellor Gilmore** reported that nationally, research is not considered separate from academia. The group will get together and continue to work on this issue.

Following a 15 minute break, the Committee reconvened at 3:30 p.m.

o. Business Process Redesign Incentive Payments; MSU-Bozeman - ITEM 131-2011-R0506

Mr. Craig Roloff explained that all four campuses and the three agencies were engaged in the review of all business processes under the umbrella of Administration and Finance. The objective was to establish a database of one set of data elements and one set of standard processes that would be shared by all entries at MSU. This was a three phase project: the first phase will be complete at the end of June, the second at the end of December or early January, and the third will be complete next academic year. There are ten teams doing an incredible amount of work, and the campus wants to recognize their efforts with some form of award. That is the purpose of

this incentive bonus plan for all of the team members as described in the document. If they accomplish all the goals on time, then members could received a bonus up to \$350. **Mr. Kevin McRae** reviewed the item and found no problems, and indicated it was consistent with the strategic pay policy of the System. **Regent Barrett** asked why this was only being done on one side of the system. **President Dennison** said it would be good sense to have a system wide committee. He noted they had done it several years ago at UM for the Data warehouse project, and had hundreds of thousands of dollars in savings. **Regent Semmens** said he hopes this is considered by other campuses to show best practices.

The Committee will recommend approval of Item o.

p. Board of Regents Policy 940.13 Tuition Waivers: Montana University System

Associate Commissioner Mick Robinson referred the group to # 7 of the mandatory tuition waivers. He noted it still needs added language. Part 8 is discretionary waivers. Two percent of the dollar amount limits is allowed for out of state waivers. Part 9 a. is Financial Need, and he requested direction from the Board on some issues such as need-based versus merit based aid. By nature, some will be merit based, but they have included language in the original policy that requires a need. He asked if the Board believed that was appropriate, or if it should include financial need whenever possible. The bottom line for waivers in 2001 was short of \$10mil and in 2006 had grown to \$21mil. Those increases are paid by increased tuition costs. There will be a significant increase in the High School Honors Scholarship as it phases in. Most waivers fall under the mandatory category. **Mr. Doug Kaercher** spoke about the Boys and Girls Club which targets the most disadvantaged youths from the ages of 5 to 18 years and on the reservations. He reported that Wyoming now gives a full tuition waiver for the Youth of the Year, and Colorado gives one full waiver and a \$5000 scholarship for the club Youth of the Year. **Mr. Cole Hornan**, Youth of the Year received a \$5000 scholarship, and he reported that the Club had given him speaking skills, and the scholarship had changed his life. After one year of college he is now self sufficient and his parents no longer need to support him. **Mr. Kaercher** requested the Board to look at this as an investment rather than a waiver. **Mr. Bruce Marks** noted that MGSLP had funded this particular scholarship for Mr. Hornan. **Regent Barrett** said he feels like a grins when trying to differentiate between need based groups since there is more need that money available. **Mr. Kaercher** indicated that most organizations are generally merit based in awarding scholarships, however the Boys and Girls Clubs deal with those who have taken their boot straps and pulled themselves up. **Regent Semmens** said he was concerned about the sharp increase in dollar amounts, with an annual growth rate of 18%. He noted it was not ether but real costs that affect the overall affordability of the institution. If it had grown at 5% like the rest of the costs, tuition would be 5% lower. Fee waivers increase from increased utilization, and by virtue of limited state support. If these are allowed to grow at these rates, it directly relates to the affordability for all students.

Regent Semmens asked if it would be good to eliminate the Registration Fee. **Commissioner Stearns** indicated it should probably be left alone, but parents need to receive one bill, and not 18 discreet pieces. The System should look at folding in the costs that have been separated out. **Regent Semmens** said that was appropriate in order to get their arms around a more appropriate approach to tuition and fees, not that it means they are the same for all campuses. **Regent Christian** noted that a lot of fees aren't waived, and if they are put into tuition then those waivers increase. **Regent Semmens** addressed the issue of need based language and if there should be some hedge language included. His own inclination was that some are inherently need, and some inherently merit. **President Dennison** said they should make that provision in those that need it. His recent studies of merit with the need based element included work better than simply one way or the other.

Commissioner Stearns noted there is a movement at the state and national levels to increase need based, and Montana is lower than most in that area. She believes the need based element should be included in those that logically should have it. **Regent Semmens** moved to partial waivers versus full waivers, and indicated he favored partial. **Mr. Robinson** noted there is language already in the discretionary waivers policy, but they want to move toward partial waivers for the mandatory waivers as well.

The groups will work on this issue and make a full report at the July meeting.

On the National Guard waiver, **Regent Barrett** indicated it should be partial. **Regent Semmens** noted they also need to get funding for this waiver. They need to go to the Legislature for funding 50% of the fee waiver (several hundred thousand dollars), and show them that unfunded fee waivers are being funded by the other students. **Commissioner Stearns** stated that former Associate Commissioner Sundsted had handled this waiver. The Legislature did not misunderstand that these were unfunded, but they were looking strictly at the patriotic side of it. She indicated she was not anxious to run this through the Legislature again, but would rather have the Board make a decision. They need to make accommodation to the Legislative intent with a partial waiver, and if a full waiver is to be given then the state needs to fund it. She explained that these are permissive waivers but are called mandatory because not to give them would be problematic with certain interest groups. **Regent Semmens** indicated this would not be resolved today, but encouraged further discussion with the full Board tomorrow and then

to have something for the September meeting. His concern is not that students are undeserving, but rather the impact on tuition.

This item will be further discussed with the Full Board tomorrow.

q. Revision to language contained in Item 129-2801-R1105- Authorization to Establish a Mandatory Lewistown Building Fee; Montana State University-Northern - ITEM 131-2801-R0506

This item is simply to remove the O&M paragraph from the previously approved item since it will be funded by the approved building fee. If the O&M issue is changed with the state, then the building fee would be reduced for the students.

The Committee will recommend approval of this item.

d. OTO Appropriations – ITEM 131-113-R0506

It was the general consensus that before any of these initiatives would be funded, the core needs must be fully funded. The Deferred Maintenance for the Community Colleges was added to the Initiatives.

r. Public Comment

A group of agriculture producers addressed the research needs and financial difficulties of their industries.

The Committee adjourned at 5:20 p.m.

ITEM 132-1002-R0906

Authorization to use Series J bond proceeds for the construction and renovation of academic facilities at The University of Montana-Missoula and to implement an increase in the current Academic Facilities Fee beginning in FY-08; The University of Montana-Missoula

THAT:

The Board of Regents of the Montana University System authorizes The University of Montana to expend Series J bond proceeds in the amount of \$5.75 million for the construction and renovation of academic facilities and authorizes an increase in the Academic Facilities fee charged to Law Students, Journalism students, and the student body as a whole in order to provide the funds necessary to service the Series J debt.

EXPLANATION:

With the cancellation of the OCHE/MGSLP building project, The University of Montana-Missoula proposes to redirect \$5.75 million in Series J bond proceeds to various campus construction projects. Bond proceeds will be used as indicated below:

- \$2.45 million to assist in the construction of an addition to the Law School building
- \$1.0 million for furnishings and equipment for Anderson Hall (Journalism)
- \$1.8 million for classroom and laboratories facilities in the Interdisciplinary Science Building
- \$.5 million to be held in reserve for one or more of the above projects as a hedge against unanticipated construction inflation

Debt service for the \$5.75 million amounts to approximately \$430,000 per year and will be funded as follows:

- Beginning FY-08, Law Students will be assessed an additional Academic Facilities fee in the amount of \$50 per semester and \$1.25 per credit hour.
- Beginning FY-08, Journalism Students will be assessed an additional Academic Facilities Fee in the amount of \$50 per semester and \$1.25 per credit hour.
- Beginning FY-08, the student body at large will be assessed an additional Academic Facilities Fee in the amount of \$1.25 per credit hour.

- Student contributions to this debt service will cease when either alternative revenue source is found for the debt service or when the bonds are paid in full

September 27-29, 2006

ITEM 132-1006-R0906

Authorization for the Increase in Project Authorization for the Inter-Disciplinary Science Building; The University of Montana-Missoula

THAT:

Consistent with the provisions of MCA 18-2-102, the Board of Regents of the Montana University System authorizes The University of Montana-Missoula to increase the project budget to construct the Inter-Disciplinary Science Building. This original request for authority was in the amount of \$12,000,000. This request is to increase the project authority to \$13,800,000.

EXPLANATION:

The additional funding for this project will come from a portion of the bond funds previously allocated for the Helena Multi Purpose Building (OCHE). The increase in funding is needed to offset construction inflation that will occur between now and FY-09 when the building is completed.

This authority request is for an amount greater than \$150,000, which requires the following additional information:

(a) Project Description:

The work performed under this authority encompasses the construction of The Inter-Disciplinary Science Building. The current inventory of lab space available for research and grant projects is completely assigned. Funded research activity is continuing to grow with additional research faculty to be hired this coming year.

(b) Cost Estimate and Funding Sources:

Construction	\$10,899,507
Architectural Fees, Surveys, and Project Administration	1,496,835
Non-Contracted Labor	5,000
Utilities & Parking	300,000
Testing and Commissioning	100,000
Contingency	573,658
Furniture & Equipment	425,000

Project Total	\$13,800,000
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This project will be financed with unrestricted funds.

(c) Programs Served, Enrollment Data, Projected Enrollments:

Funded research activity, and the graduate and undergraduate instruction that it supports, has been steadily increasing over the last 10 years. As a result, the current inventory of assignable lab space has been exhausted. Further compressing existing research programs space to accommodate graduate and undergraduate students, new faculty hires and their grant activities will seriously damage on-going research programs and/or prevent any future expansion.

(d) Space Utilization Data:

The work completed under this authority will provide approximately 68,000 square feet of new academic space that is not currently available on campus.

(e) Projected Use for Available Residual Space:

(Not applicable to this request)

(f) Projected O&M Costs and Proposed Funding Sources:

O&M costs for this facility are projected to be \$672,520 for the first full year of operation in FY 2010
O & M will be pro-rated between state and non-state uses

ITEM 132-104-R0906

Naming Of Buildings; Physical Plant; Montana University System--(Revised Policy 1004.1)

THAT:

The Board of Regents revise Policy 1004.1 of BOR Policy and Procedures Manual as per attachment.

EXPLANATION:

Board of Regents Policy 1004.1 currently requires regents approval for the naming of Montana University System "buildings or other property." This broad term appears to include all campus property, from buildings to park benches.

The proposed revision would retain regents approval authority for "buildings" and "significant exterior spaces," as defined, and give campus chief executive officers the authority to approve the naming of property other than buildings and significant exterior spaces, in compliance with a written campus naming policy.

The revised policy defines "buildings" as "all buildings, athletic facilities and significant interior spaces such as theaters or auditoriums that seat more than 250 people, owned by the State of Montana and under the control of the Montana University System." The revised policy defines "significant exterior spaces" to include "parking lots, assembly areas, malls, and streets owned by the State of Montana under the control of the Montana University System."

Review of the proposed policy was undertaken at campus request and the revised policy is the result of collaboration between the office of the commissioner of higher education and the campuses.

ATTACHMENTS:

Policy 1004.1 (Revised)

MONTANA BOARD OF REGENTS OF HIGHER EDUCATION
Policy and Procedures Manual

SUBJECT: PHYSICAL PLANT
Policy 1004.1 - Naming of buildings

Revised: Proposed August 16, 2006

Board policy:

Definitions:

1. For purposes of this policy, the term “buildings” shall include all buildings, athletic facilities and significant interior spaces, such as theaters and auditoriums that seat more than 250 people, owned by the State of Montana and under the control of the Montana University System.
2. For purposes of this policy, the term “significant exterior spaces” shall include parking lots, assembly areas, malls, and streets owned by the State of Montana under the control of the Montana University System.

Policy:

1. Buildings, significant exterior spaces and other property of the campuses of the Montana University System may be named after or dedicated in honor of a person or entity in recognition of significant contributions to the social, academic, scholarly, research, or student life of the campus or in recognition of substantial charitable gifts to the campus.
2. Buildings and other property of the Montana University System may not be named or dedicated in honor of a person currently employed by the Montana University System or the State of Montana.
3. Buildings and significant exterior spaces may be named after or dedicated in honor of a person or entity only upon approval of the Board of Regents. Buildings and other property of the Montana University System may be named for an academic field or designated by a functional description without the approval of the Board of Regents.
4. Names assigned to campus property are intended to be enduring. Changes should be made only when significant changes occur to the property (such as major renovation or demolition), upon agreement of the honoree, or as a result of other, extenuating circumstances.
5. The presidents, chancellors and deans/CEOs are hereby delegated the authority to approve the naming of property, other than buildings and significant exterior spaces, in compliance with the campus naming policy.

Procedures:

Each campus in the university system shall adopt a policy for naming property, which shall, at a minimum, include the following:

1. The requirement that the contribution of the person or entity for which property is named must be commensurate with the honor and compatible with the mission of the campus.
2. A description of the types of property eligible for naming and the procedures for approval for naming opportunities and commitments.
3. Safeguards against unauthorized naming commitments.
4. The criteria and procedure for changing the name of campus property.
5. The requirements and limitations for signage to signify the named facility, if any.

Each campus shall notify the president and the commissioner of higher education when the policy for the campus has been adopted and shall provide the web address for the policy.

History:

Item 204-007, November 27, 1967, as superseded by Item 2-014-R1073, October 19, 1973, and revised March 23, 1976 and November 18, 1999 (Item [104-103-R0999](#)) and May 24, 2002 (Item [115-107-R0502](#)).

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DISTANCE LEARNING TUITION AND EXCESS CAPACITY

Follow-up to the July 2006 Board Meeting

Background from the July 2006 Regents Meeting:

It was brought to the attention of the Commissioner's Office that some campus tuition matrices related to state-supported distance learning courses had not been approved by the Board of Regents. A number of questions and concerns were raised, at the July meeting, regarding this issue. A more complete study of the various questions/concerns was requested by the Board for discussion at the September 2006 meeting.

Issues:

In 2003, the Board of Regents allowed campuses to charge non-resident students a minimum tuition rate of 150% of resident tuition, based on discussions of excess capacity, cost of delivery, and the market for distance education. In addition, over the years the Regents have approved several program-specific tuition rates that have ultimately been applied to other programs from the respective campuses. As a result, some of the on-line tuition & fee matrices have not been formally submitted to the Regents for review and approval. The discussion has also given rise to related questions of whether student FTE is being properly reported, whether State General Funds are being improperly used to subsidize non-resident students, and whether distance Learning tuition is being properly recorded in the campus' current unrestricted fund.

Discussion:

In general, the campuses have taken different approaches to the creation, display, and establishment of distance education tuition and fees. The campus that did not present distance education tuition and fee matrices for annual review advised that they simply did not realize that it was necessary, given the May 2003 Board approval (Item No. 120-2005-R0703) for establishment of a distance education non-resident rate of 150% of the resident tuition rate for "excess capacity" programs. One campus charges 200% of the resident rate for non-residents, based upon "excess capacity" in order to fill the class rosters. Other campuses charge the 150% resident rates for non-residents, and have included those tuition & fee matrices in the material submitted to the Board each year.

We have discussed the tuition and fee approaches used by each campus for distance education, and have found no reports or actions that would indicate that state general fund monies are being used to directly subsidize non-resident students, as the campuses do carefully report their respective student FTE each semester. We have also found nothing that would indicate that tuition revenue from distance education courses is being improperly recorded and reported.

We know the number of non-resident students and FTE that have been assessed rates other than the full non-resident rate at each campus, but we have no basis to measure a correlation of whether, or to what degree, the pricing was a factor. Also, the term "excess capacity" in distance education has not been clearly defined or consistently applied by all campuses.

Nationally, the determination of Distance Learning "cost of education" models has evolved into a complex science at some campuses with no real widely accepted "best practices." The only real "fact" associated with distance education cost of education models is that the model development and delivery can be easily, yet acceptably, altered. This is why we

recommend the MUS should utilize the already-existing cost of education models for both on-site and on-line programs at each campus.

There is a wide variability and inconsistency in the establishment of both tuition and fees for the distance education courses offered across the campuses of the MUS. In addition to the wide variety of practices cited above relative to distance education tuition, there are also significant variations in the manner in which fees are established and assessed for distance education course delivery. This is best evidenced in the summary attached schedule of fees taken from the FY06 campus matrices posted to the MUS web site.

Recommendations:

We recommend proceeding with the on-going discussion and analysis of distance education tuition and fees with the campuses, with a goal to propose a separate and defined distance education Tuition & Fee Matrix at the November 2006 Board of Regents' meeting.

We expect that resident tuition rates will likely remain the same as they are for on-site students. We also expect to recommend that the minimum non-resident rates be set at a fixed percentage (probably between 150% and 225%) of the resident rates in order to ensure that the campuses can meet their calculated "cost of education" with the aggregate pool of non-resident on-site and on-line students. Campuses would be free to set higher non-resident rates, subject to Board approval. Using this methodology, "excess capacity" will no longer be a criterion for setting non-resident on-line tuition and each campus will have a clear guideline from the Board in setting this type of tuition.

The proposed distance education Tuition & Fee Matrix proposal will also propose changes to the fees associated with the fully on-line student versus the student who resides on-site but also takes some classes on-line. Current Board Policy for Simultaneous Registration (No. 305.10) provides some general guidance for review and adjustment to fit today's on-line student. Goals of the new proposal will be to:

- Reduce the large number of tuition & fee matrices that the campuses must maintain and the students must try to decipher when they enroll in a distance learning course;
- Continue to bring greater clarity for all users and a more consistent approach for the campuses;
- Provide a logical and rational approach to the assessment of fees for the on-line and distance education student.

**Montana University System
Primary Campuses - Fees Only FY06**

Prepared in Support of Distance Education Pricing Discussion (08-24-06)

MANDATORY FEES:

ONLY the **Registration Fee** is consistently assessed by all campuses and at the same rate, per BoR Policy.

- Are assessed to each student registering at the campuses, regardless of the academic program.
- Are applicable to the student, not to the campus.
- Are assessed with some starting at 1 credit at lesser rates, attaining full assessment by 7-8 credits, while others start at 8 credits or more.
- Include some which are capped at the 12 credit flat spot, while others are assessed as a per-credit fee through the entire student credit load.
- Are assessed at the same cost per credit throughout the credit load for some fees, while others start with a base fee that is incrementally increased per credit.
- Are determined by the respective campus, vary widely amongst the campuses, and are generally permissive based on Board policy.
- Are generally deposited into campus non-general operating funds, dependent upon the ultimate purpose for the fee.
- Include the Utility Surcharge Fee and Registration Fee which are deposited to the General Operating Fund by all campuses assessing them.

PER SEMESTER FY06	Building Related Fees						Academic Support Fees			Other Fees	
	Registration	Building	Academic Facility	SUB	Gym/Recre	SFEP/Hlth Bldg	Non-Res Bldg	Access & Lrn'g	Library	Acad Spprt Ctr	Utility Surchg
MSU-Bozeman	\$30.00	\$5.30/cr to 12 cr	← (\$15.50 base)	2.75/cr to 12 cr	none	4.85/cr to 12 cr	3.60/cr to 12 cr				.90/cr to 12 cr
MSU-Billings	30.00	flat \$106.00 @ 7 cr	\$23 @ 7 cr+\$1/cr	flat \$36.50 @ 4 cr	flat \$15		4.00/cr		flat \$10 @ 1 cr	3.15/cr	none
MSU- Northern	30.00	10.71/cr to 10 cr+	3.21/cr to 12 cr	3.21/cr to 12 cr+	3.75/cr to 12 cr+		3.12/cr to 12 cr	2.41/cr to 12 cr	flat 10.71 @ 1 cr		1.00/cr
MSU-GF CoT	30.00	5.12/cr to 12 cr		none			none		1.38/cr to 12 cr		none
UM-Missoula	30.00	2.65/cr to 12 cr	2.15/cr to 12 cr	14.30/cr to 7 cr	85.00 @ 7 cr		3.00/cr to 12 cr				.35/cr to 12 cr
UM-MT Tech	30.00	5.75/cr to 12 cr	2.18/cr to 12 cr	7.26/cr & 1.80/cr	none	2.42/cr to 12 cr	3.00/cr to 12 cr	flat 5.20 @ 1 cr			none
UM-Western	30.00	80.50 @ 7 cr	1.95/cr to 12 cr	26.25 @ 7 cr	none		3.00/cr to 12 cr				.40/cr to 12 cr
UM-Helena CoT	30.00	2.30/cr to 12 cr	1.80/cr to 12 cr	4.70/cr to 18 cr	none		3.10/cr to 12 cr	1.10/cr to 12 cr			.25/cr to 12 cr

Continued...

PER SEMESTER FY06	Technology Related Fees					Student Activities & Service Fees					
	Computer	Equipment	IT	Network	Tech and R&R	Activity	Athletic	Health	Radio/Trans	Re-Cycle	Student Paper
MSU-Bozeman	2.95/cr to 12 cr	3.00/cr to 12 cr		35.00 fr 1-12 cr		flat \$61.15 @ 7 cr	flat \$66.05 @ 7 cr	flat \$147.50 @ 7 cr			
MSU-Billings	3.25/cr	3.45/cr	5.45/cr	5.45/cr	flat 23.30 @ 1 cr	flat \$33.50 @ 7 cr	flat \$32.50 @ 8 cr	flat 48.50 @ 7 cr			
MSU-Northern	2.68/cr to 12 cr+	3.64/cr to 12 cr+	4.07/cr to 12 cr	3.00/cr to 12 cr+		3.21/cr to 12 cr+	flat 20.60 @ 7 cr	flat 21.42 @ 7 cr	flat 10.30 @ 12 cr		
MSU-GF CoT	3.56/cr to 12 cr	2.56/cr to 12 cr		2.50/cr to 12 cr		flat 8.00 @ 1 cr					
UM-Missoula	3.20/cr to 12 cr	1.70/cr to 12 cr	36.20 @ 12 cr	\$30 @ 7 cr		30.00 @ 7 cr	34.00 @ 7 cr	159.25 @ 7 cr	17.50 @ 7 cr	4.00 @ 7 cr	4.00 @ 7 cr
UM-MT Tech	6.00/cr to 12 cr	6.40/cr to 12 cr			4.58/cr to 12 cr	40.00 @ 7 cr	31.20 @ 7 cr	flat 26.00 @ 7 cr			
UM-Western	4.00/cr to 12 cr	4.00/cr to 12 cr			2.70/cr to 12 cr	flat 50.00 @ 7 cr	flat 28.25 @ 7 cr	flat 33.50 @ 7 cr	flat 20.00 @ 1 cr	flat 2.00 @ 7 cr	flat 3.00/cr @ 1 cr
UM-Helena CoT	3.45/cr to 12 cr				3.75/cr to 12 cr	flat 10.00 @ 1 cr					

SOURCE for above info: MUS Web Site

PER SEMESTER FY06	Annual Totals Presented to the Board of Regents					Per Sem.	Annual Totals Presented to the Board of Regents				
	Undergrad	Graduate	WUE	Non-Res UG	Non-Res Grad		Undergrad	Graduate	WUE	Non-Res UG	Non-Res Grad
MSU-Bozeman	\$1,114	\$1,114	\$1,200	\$1,200	\$1,200	UM-Missoula	\$1,242	\$1,242	\$1,313	\$1,313	\$1,313
MSU-Billings	547	547	595	595	595	UM-MT Tech	569	569	605	605	605
MSU- Northern	565	565	609	609	609	UM-Western	407	407	443	443	443
MSU-GF CoT	226	n/a	226	226	n/a	UM-Helena CoT	304	n/a	341	341	n/a

NON-MANDATORY FEES:

- Include course and program fees for consumables, materials, activities and pass-through fees.
- Include other fees such as fines, rentals, and certain Auxiliary fees.
- Are generally deposited into campus Designed, Auxiliary, and Plant Funds.

Examples:

Admissions	Auditor Fee	ID Card	Transcript	Study Abroad
Late Registration	Listener Fee	Graduation	Parking	Extended Studies
Late Payment	Locker	Distance Learning	Long Dist	Course Challenge
e-Payment Fee		Includes Site Fees & Delivery Fees		Foreign Student

Conversion of Self Support Courses to State Support
The University of Montana
Missoula, Montana
January 1, 2007

The University of Montana is preparing for the conversion of a significant amount of coursework currently offered through Continuing Education at The University from self support to state support. It is conservatively estimated that 300 resident FTEs will move from self to state support as result of this effort. It is further estimated that the revenue and expense amounts in general funds will increase by \$ 1,000,000.

The request for increased spending authority (based on increased FTEs) will be submitted to the Board of Regents for consideration at their November meeting. At the same time, a request will be made for revised tuition and fee matrices that reflect the pricing structure outlined above.

This work has developed because:

recent unexpected shortfalls in residential enrollment FTEs without a concurrent loss in the headcount led to several in-depth analyses of enrollment patterns. It was found that a good number of UM students have increased their participation in Continuing Education (CE) self support courses, earning credits toward their degrees. Because many CE courses were offered as part of self support programs, the FTEs generated in those courses were “lost”, and not counted toward the UM enrollment for state appropriations.

President Dennison implemented a comprehensive plan to

- examine self support coursework
- identify courses that are more appropriately organized as state support than self support
- prepare for the conversion of these courses to state support
- enact the necessary Banner and business changes to carry the changes
- coordinate activities across campus as well as with officers from the Office of the Commissioner of Higher Education
- assure a smooth transition for students, faculty members and administrators to the new model set to go in place January 1, 2007

Attached is a detailed outline of the work that has been completed for this project.

Through the last several years, The University of Montana administrators have had intermittent conversations regarding the conversion of many self support courses to state support. Impetus for more immediate change came when the recent shortfall in residential enrollment led to a reversion of appropriations. When enrollment figures were examined, it appeared that there had been an unexpected decrease in the number of students although headcounts had not declined at the same rate as the FTEs. After more thorough investigation, it was found that a good number of UM students were increasing their participation in Continuing Education (CE) self support courses, earning credits toward their degrees. Because many CE courses were offered as part of self support programs the FTEs generated in those courses were not counted toward the UM enrollment for state appropriations.

As a result, it became apparent that the University must capture those FTEs that were “lost” to self support. Consequently, President Dennison made the charge to develop the appropriate policies and procedures that will enable all suitable self support courses to be moved to state support by January 1, 2007. Multiple courses found in UM Online, Extended Degree Programs, Extended Coursework and Wintersession will be moved to state support. The criterion being used to determine whether courses should be moved is: *Any course that can be taken for academic credit toward a degree will be considered “state support.”*

In addition, The University of Montana is aware that the Board of Regents has made - priority efforts to enhance the opportunity for students to enroll seamlessly in courses between institutions within the Montana University System. Distance education courses at UM have been developed as self support courses. Moving these courses to state support will support the goals of the Board, enhance learning opportunities for students, and enable students to use financial aid resources with online coursework.

I. Order of work

An inventory of UMOonline, Wintersession and Extended Courses/Degrees courses was conducted. After initial examination, it was determined that many of these courses would go to state support status, but not all. Courses not for credit or toward a degree, or “sponsored” programs, will continue to be considered self support.

1. Extensive discussions occurred between The Office of Planning, Budgeting and Analysis (OPBA) and CE, and between OPBA and deans and department chairpersons who have strong involvement with the different areas of self support. There was general support for changes to state support. Changes are seen as:
 - productive toward streamlining the academic planning process
 - reducing competition with ourselves
 - improving reporting
 - effectively staying current with changing demands and pedagogical methods.
2. There is strong consensus that changes must be campus-wide and consistent across units.

3. Conversations have continued between OPBA and Pam Joehler (OCHE) regarding anticipated changes to the Current Services budget submitted for FY07.
4. A full logistical team was assembled from across Business Services, Enrollment Services, Financial Aid, Continuing Education, CIS, Registrar's office and more to begin conversion of UMOOnline. A project time line was developed (integrating demands from the self support project with the existing demands within each office), department directors approved the time line, and work continues in the following areas:
 - catalog publication
 - student recruitment
 - development of designated and state budgets
 - changes in Banner – Finance and the Student modules
 - financial aid
 - marketing programs.
5. A new financial model was developed. It:
 - identifies revenue streams and expenses under both the current structure and after conversion
 - accounts for the essential areas of cost (regardless of self or State support structure)
 - shows before and after picture for CE and schools/colleges.

II. Special Considerations

In addition to the general framework identified above, particular attention was also needed in the particular areas of coursework identified for conversion.

UMOnline

1. As work began, it quickly became apparent that it was also essential to participate as fully as possible in the emerging MUS plans for collaborative online programs across the Montana University System, ensuring maximum transferability and ease of articulation. Conversations have been continuing between The Office of Planning, Budgeting and Analysis and Tom Gibson (OCHE director of eLearning Business Development) and MUS personnel currently involved in online education on the various campuses. This is being done in order to assure congruent expectations between OCHE and UM efforts.
2. There is general agreement/understanding of the need for change in funding online education at The University of Montana.
"We need to move to the understanding that we are a university in many places, and we serve people in many places. . . We must get in front of technology, not try to just catch up." (Dean Paul Rowland, UM School of Education. This sentiment shared by deans across campus in various conversations regarding the conversion process.)

3. The steering committee overseeing this project (as well as the executive officers) reached general agreement regarding the proposed pricing strategy for online work. Note, pricing for online coursework is treated in two different ways:
- Students who are enrolled on campus and participating in traditional campus experiences will be charged the same tuition and fees for online coursework as for traditional classroom work. The mode of delivery for classes will not affect the pricing, except that online courses will carry an Online Course Fee (OLF).
 - Montana resident students who are “true” distance students (i.e., will not be on campus for courses or other activities) will pay resident tuition with only selected mandatory fees. Nonresident students who are “true” distance students will pay a modified rate (proposed to be similar to the WUE rate) with only selected mandatory fees. The distance students will not participate in on-campus courses and activities (see table below).

Modified Tuition Model			
Students Physically at UM		Students at distance from UM	
1.0	3.5	1.0	1.5-1.75
Resident	Non Resident	Distance Resident	Distance Nonresident
		<i>Students registered only for online coursework. Will not be on campus</i>	<i>Students registered only for online coursework. Will not be on campus</i>
On-site class: Resident tuition plus mandatory fees	On-site class: Nonresident tuition plus mandatory fees		
Online: Resident tuition plus mandatory fees plus online fee	Online: Nonresident tuition plus mandatory fees plus online fees	Resident tuition plus selected* mandatory fees plus online fees	New, distance rate plus selected* mandatory fees plus online fees

Mandatory fees to include: computer, equipment and registration fees.

Note: Bill Muse participated in a recent teleconference with other MUS distance education directors and was able to vet this strategy with other participants.

B. Wintersession

Wintersession classes are offered in January, between the fall and spring terms. In recent years it has been its own Continuing Education term, instructors were paid extra-to-load, and tuition was a flat rate for both residents and non-residents. The same criteria will be applied to these courses to determine whether they should be state rather than self support: any course that can be taken for academic credit toward a degree will be considered as “state support.”

Wintersession courses will be counted as part of the spring semester.

- FTEs will all be counted in the official enrollment
- Increases in revenue from resident and nonresident tuition will be minimal because coursework will fall into the spring “flat spot”.

- Wintersession courses offered as state support will allow students to use financial aid/waivers toward tuition costs.

C. Additional considerations

The cohorts currently involved in the Extended Degree programs will be “grandfathered” in the programs in which they are currently working. All students who matriculate in the programs after January 1, 2007 will enter state support coursework.

Date: September 14, 2006
To: Commissioner Sheila Stearns
From: Bruce Marks
RE: Recommended policy changes
MUS Honor Scholarship

The MUS Honor Scholarship is entering its 4th year as a renewable waiver of tuition. When this year's senior high school class graduate and enter college in the fall of 2007, there will be in excess of 1,000 MUS students receiving waivers of tuition. These numbers equate to some disturbing trends: Approximately one out of every 37 Montana high school graduates will receive a MUS Honor scholarship. Or, of the approximately 3,400 Montana students who enrolled in MUS during 2004-2005, one out of every 12 students received a MUS Honor Scholarship. This level of merit-based scholarship awards seems inconsistent with the Regent's budget priorities and strategic plan that places a priority on affordability and need-based aid.

Additionally, at a national level, the financial aid awarding process has taken on a much more holistic approach with federal, state, and private aid being coordinated to provide students with a maximum benefit from scarce resources. For example, the new federal Academic Competitiveness Pell Grants only go to students with high need who have demonstrated a potential to succeed in college by taking a rigorous core in high school.

I suggest that the Board of Regents change the MUS Honor Scholarship policy to transform the scholarship into a program that 1) truly reflects meritorious performance; 2) eliminates confusion as to who receives the scholarship; and, 3) is awarded in such a way that maximizes state and federal financial aid. I believe we can accomplish each of these goals by making changes to Policy 501.1 and coordinating the awarding process with the Governor's office and the Montana Legislature.

Change the minimum standards

We should consider a higher threshold for academic performance in order to receive the scholarship. A preliminary suggestion would be to require all scholarship recipients to have completed a rigorous core, have a GPA of at least 3.75, and obtain a minimum ACT (or comparable SAT) score of 30. The ACT/SAT threshold is at approximately the 97th percentile nationally. Based on historical data, these new standards will produce a qualifying pool of potential recipients of approximately 275 students per year. Historical results also tell us that less than half of those will attend a MUS school. This criteria would cut the number of scholarships approximately in half, to about 4% of resident MUS students. This level of scholarship award also puts the program more in line with the Board's strategic and budget objectives while simultaneously raising the importance and profile of the rigorous core.

Make the scholarship an entitlement

If a student meets the minimum standard, he or she will receive a scholarship. This eliminates the competition of class ranking, the number of awards per high school, and the confusion about who the recipient will be.

Coordinate State, Federal, and MUS aid

Programs like the Governor's Postsecondary Scholarship will still reach every high school in Montana. Montana Higher Education Grants (MHEG) and the Montana Tuition Assistance Program (MTAP) are the state's premier need-based aid programs. Tuition waivers aren't free; students who don't get waivers pay for the waivers of fellow students through increased tuition. By limiting waivers, we cooperate with the State to control tuition increases. Pell grants and student loans complete the financial aid puzzle.

Timeline for Implementation

I recommend we target any significant changes to the scholarship to be effective for high school students who are currently sophomores. Initial discussions with the Governor's office indicate that these changes appear appropriate and have been well received. Although some students won't meet the new standard, the overall cost of an education will very likely be kept lower for all students while still rewarding those truly meritorious students.

CONCEPTUAL REVIEW - DRAFT

Submitted by Montana Tech of The University of Montana

Concept: Montana Tech seeks guidance in the process of acquisition of a donation of approximately 60 acres of land joining the west side of the North Campus. The parcel is a federal superfund site.

Explanation: Montana Tech desires to acquire by donation approximately 60 acres (a survey has not been done) west of its North Campus. The property is owned by ARCO Environmental Remediation L.L.C. (AERL) and is part of the West Side Soils Operable Unit, a Super-fund Site. The west part of the Montana Tech Campus is also part of this operable unit. A small part of the AERL property has been included in the athletic practice field adjacent to the HPER Building for many years. The property may prove essential to future Montana Tech north campus expansion because of its location and other characteristics.

The campus concerns with the acquisition of this site are related to necessary environmental remediation of the site and potential liability for remediation and for environmental damage to neighbors and users. Although we believe this is not the first Superfund site to have been acquired by the Montana University System, other sites have been rejected by MUS campuses. Preliminary authorization is needed for Montana Tech to pursue this acquisition.

Montana Tech has done an environmental scan of this property using sampling methods approved by both the Environmental Protection Agency (EPA) and the Montana Department of Environmental Quality (MDEQ) with results that show only two small piles of dirt on the far west side of the site to contain levels of arsenic and lead that are slightly higher than the permitted residential levels. It is believed these piles of dirt can be removed or that part of the property can be removed from the donation. The majority of the environmental evaluation was done by the Montana Bureau of Mines and Geology, while a small part (approximately 2.3 acres) was evaluated by Pioneer Technical Services, Inc. Based on these evaluations, no environmental conditions (other than the two piles of dirt mentioned above) appear to

exist that would require remediation under current EPA or MDEQ standards.

Montana Tech proposes to work with the Montana Department of Environmental Quality and the Regional Office of the federal EPA to ensure that: (1) proper remediation is completed before acquisition; (2) Montana Tech becomes fully informed as to the environmental condition of the property; and (3) as an owner, the MUS does not unknowingly or otherwise assume an unreasonable risk of actual or potential future liability.

The process Montana Tech foresees includes environmental remediation, negotiation of a fair and appropriate legal agreement for the acquisition of the site, and consultation with appropriate state and federal experts in an attempt to ensure as clean a site and as risk-free an acquisition as is practicable. These steps are necessary, not only for the protection of the MUS from liability, but also for the health and safety of the students and staff who will study and work on the site.

Discussion Needed:

Montana Tech needs guidance on the following questions: (1) Should Superfund property ever be acquired for campus uses; (2) If so, how much environmental review is required and possible before such an acquisition; (3) What should our expectations be of the donor in such cases; (4) By what measures should we balance the need of the campus for the property against the risk of some later tort claim; and (5) What additional steps or suggestions would assist in the protection of our campuses in such acquisitions. A discussion of these topics would assist all campuses and the Commissioner's office in the review, approval and recommendation of such acquisitions.

UM-MISSOULA MASTER PLAN FOR SOUTH CAMPUS - CONCEPTUAL REVIEW

Submitted by The University of Montana-Missoula

Concept: The University has come to the conclusion that when additional facilities are to be built, they will need to be built on the South Campus land owned by the University.

Explanation: The University of Montana completed the Master Plan for the Mountain Campus in 2002. In that plan, five potential building sites were identified. Since 2002, the following buildings have been completed, are under construction, or are planned:

- Anderson Hall (Journalism)
- Skaggs Pharmacy Addition
- Interdisciplinary Science Building
- Law School Addition
- Native American Studies Building
- Gilkey Executive Education Building
- Forestry/DBS Research Facility
- Phyllis Washington Education Building
- Alumni Center Building
- UM Museum of Art & Culture Building

When the above projects are completed the Mountain Campus will have reached capacity in terms of space available for the construction of new buildings. This said, additional future facilities expansion may include:

- College of Forestry and Conservation/U.S. Forest Service joint use building
- Indoor athletic practice facility
- Student Housing
- Commercial & residential space

Discussion Needed: Given that the need to expand into the South Campus area is imminent, The University of Montana requests approval from the Board of Regents to draft a comprehensive, multi-use, Master Plan for the South Campus land area.

ITEM 132-2003-R0906

Authorization to Improve Recreation Area near the Hedges/Roskie Residence Hall Complex; Montana State University

THAT:

Consistent with the provisions of MCA 18-2-102, 2(b) the Board of Regents of the Montana University System authorizes MSU to improve the outdoor recreation area at the Hedges/Roskie Residence Hall Complex. The estimated cost for this project is \$750,000.

EXPLANATION:

1. The Hedges/Roskie high-rise residence hall complex houses over 1600 student residents throughout the academic year.
2. The existing outdoor recreation facilities are obsolete and deteriorated and require significant renovation to serve the recreational needs of today's student residents.
3. This project will renovate the outdoor recreation area and associated residence hall service areas to accommodate desired activities and provide ADA accessibility.
4. This project will be financed with non-state funds from Auxiliary Operations Revenue (Renewal and Replacement Budget) in excess of debt service obligations.

Board of Regents Policy: Physical Plant B Section 1003.7

This Authority request is for an amount greater than \$150,000, which requires the following additional information:

(a) Project Description:

This project encompasses the outdoor recreational area and Mandeville Creek located adjacent to the Hedges/Roskie residence hall complex. Renovation will include the existing loading dock to meet requirements of modern delivery vehicles and containerization/compaction of garbage. Designated pedestrian walks and crossing areas adjacent to the delivery area will improve the safety of students who cross the area multiple times in the course of each day. Outdoor recreation and group gatherings for special events in the streamside field area will enhance the community environment and complement the ongoing intellectual development of the student residents.

(b) Cost Estimate and Funding Sources:

- Estimated Cost
 - Design/Construction Admin \$ 125,000
 - Construction \$ 550,000
 - Contingency \$ 75,000
 - Total Estimate \$ 750,000

- Funding Source: This project will be financed with non-state funds from Auxiliary Operations Revenue (Renewal and Replacement Budget) in excess of debt service obligations.

(c) Program served, enrollment data, projected enrollment:

The Auxiliaries Services program provides housing, food services, sports facilities, other non-academic resources and facilities and accommodates events such as sports, music and other performances for students, staff, faculty and the public.
(Enrollment data is not applicable to this authority request).

(d) Space Utilization Data:

Residence facilities occupancy rates are consistently above 90%. Other Auxiliaries Facilities are heavily utilized. Annual utilization factors will not be impacted by this renovation project.

(e) Projected use for available residual space:

(Not applicable to this project)

(f) Projected O&M Costs and proposed funding sources:

O&M costs for these facilities are born by the Auxiliaries enterprise (non-state funds) and are not expected to be significantly impacted by this project, since existing outdoor facilities are being improved.

September 27-29, 2006

ITEM 132-2005-R0906 Authorization to Expend Computer Fees: Montana State University-Bozeman

THAT: The Board of Regents of Higher Education hereby authorizes Montana State University-Bozeman to expend Student Computer Fee funds for the following projects. The total cost of purchases is \$533,494.

EXPLANATION: In accordance with Board of Regents Computer Fee Policy 940.23, Expenditure of Computer Fees for projects in excess of \$25,000 requires authorization by the Board of Regents. The proposed purchases include the following:

<u>College/Dept</u>	<u>Project</u>	<u>Amount</u>
Education Student Labs	Hardware	\$ 28,668
Electrical & Computer Eng	Hardware	34,700
Mechanical Engineering	Hardware	30,670
Computer Science	Hardware	70,000
ITC Maint/Replacement Plan	Hardware/Software	303,156
Chemistry & Biochemistry (Student Computer Lab)	Hardware	<u>66,300</u>
		Total: \$533,494

Allocations were based on unanimous recommendations by the Computer Allocation Committee. The Committee is comprised of faculty, students and administrators.

September 27-29, 2006

ITEM 132-2006-R0906 Authorization to Expend Equipment Fees; Montana State University-Bozeman

THAT: The Board of Regents of Higher Education hereby authorizes Montana State University-Bozeman to expend Student Equipment Fee funds for upgrading University equipment. Total cost of the equipment purchases is \$656,978.

EXPLANATION: In accordance with Board of Regents Equipment Fee Policy 940.26, expenditure of Equipment Fees for projects in excess of \$25,000 requires authorization by the Board of Regents. The proposed purchases include the following:

<u>College/Dept</u>	<u>Project</u>	<u>Amount</u>
Land Res/Env. Sci.	GeoXH GPS receiver	\$35,060
KUSM	Digital television camera system	26,000
Music	Smart podiums	30,000
BTC	BTC classroom equip. maintenance	38,000
Health/Human Devel.	Metabolic measuring system	39,800
Elect/Computer Eng	Optics lab equipment	42,500
ITC	Update/Maintain smart podiums	129,269
Chemistry/Biochem	Equipment for student chemistry labs	29,891
Math Sciences	Equipment for computer classrooms	29,935
Physics	Oscilloscopes for teaching labs	27,376
Chemistry/Biochem	Polarimeter & rotary evaporator setups	31,547
Nursing	SimMan manikins/accessories	167,600
Registrar	Classroom equipment maintenance	<u>30,000</u>
	TOTAL	\$656,978

Allocations were based on unanimous recommendations by the Equipment Fee Allocation Committee. The committee is comprised of faculty, students and administrators.

**ITEM 132-2854-R0906 Authorization to Expend Student Equipment Fees;
Montana State University-Great Falls College of
Technology**

THAT: Consistent with the provisions of Board of Regents Policy 940.26, the Board of Regents authorizes Montana State University-Great Falls College of Technology to expend Student Equipment Fee funds to purchase computers, software, servers, and other networking equipment. The total of these purchases will not exceed \$116,260. These purchases are needed to equip classrooms and labs in the Academic Support Center.

EXPLANATION: Board of Regents Policy 940.26 requires Board approval of all purchases in excess of \$25,000. The Student Equipment Fee Committee, comprised of 50% students, as required by the Board of Regents Policy, endorses this request.

Equipment Fee Purchases	FY 07	
Equipment for labs	25,000	
HP printers	8,510	Classrooms
Media Manager	9,500	Lecture Cart for smart podium
Smartboards	5,250	Classrooms
Art equipment	5,000	Art classes
Classroom Digital Projectors	7,000	Classrooms
Interactive Sympodiums	18,000	Classrooms
Multi-Media Speaker Systems	1,000	Classrooms
Cabling, Power Supplies & Kits	1,000	Classrooms
Computers	30,000	Classrooms
NetLab	6,000	
TOTAL	116,260	

September 27-29, 2006

ITEM 132-1001-R0906

Authorization to discontinue work on the previously authorized OCHE/MGSLP office building project and release Series J bond proceeds for alternative use by The University of Montana-Missoula; The University of Montana-Missoula.

THAT:

The Board of Regents of the Montana University System authorizes the Commissioner to discontinue planning for the construction of an office building to house the Office of the Commissioner of Higher Education and releases the bond proceeds set aside for this project for use by The University of Montana Missoula.

EXPLANATION:

In July 2005, (ITEM: 128-1004-R0705) at the request of the Commissioner of Higher Education, The University of Montana sold \$5.75 million in Series J revenue bonds to fund the construction of an office building to house the staff of OCHE and MGSLP. Subsequent to the sale, due to circumstances beyond their control, the underlying ability of MGSLP to pay debt service on the bonds deteriorated to the point where continuing with the project was not possible. Several options for the alternative use of the proceeds, to include partial defeasance of the Series J bond issue, were explored. The University concluded that, with an average fixed interest rate of 4.15%, it is in the best interest of the University to retain the proceeds to fund the construction and renovation of several academic projects on the Missoula campus.

ITEM 132-1901-R0906

Authorization to Execute Purchase of Property; The University of Montana – Helena College of Technology

THAT:

The Montana Board of Regents of Higher Education authorizes The University of Montana – Helena College of Technology, following appropriate reviews and approvals, to execute the purchase of property within the previously approved acquisition zone adjacent to The UM-Helena College of Technology campus.

EXPLANATION:

1. Board of Regents ITEM 105-1901-R1199 approved in January 2000 established an acquisition zone comprising the city block immediately east of the UM-Helena Donaldson building located at 1115 North Roberts Street in Helena, Montana. ITEM 105-1901-R1199 authorized UM-Helena to purchase property for up to \$115,000.
2. Daryl and Valerie Van Oort own the property at 1534 Townsend Street, which is located within the acquisition zone. The Van Oorts have offered that property to UM-Helena for the amount of \$151,900.
3. UM-Helena contracted to have two appraisals conducted on the property. The first appraisal was completed July 18, 2006, and valued the property at \$160,000. The second appraisal was completed August 30, 2006, and valued the property at \$155,000.
4. UM-Helena has the funding available within existing plant funds to pay the full purchase price of \$151,900.
5. This project requires authorization of the Board of Regents for the purchase. Final purchase will be executed by UM-Helena upon the review and approval by Montana University System Legal Counsel, the President of The University of Montana, and the Commissioner of Higher Education.

ATTACHMENTS:

Copy of appraisals
Plat of property



thinkone
 SHAPING THE BUILT ENVIRONMENT
 101 East Main, Studio One Bozeman, MT 59715

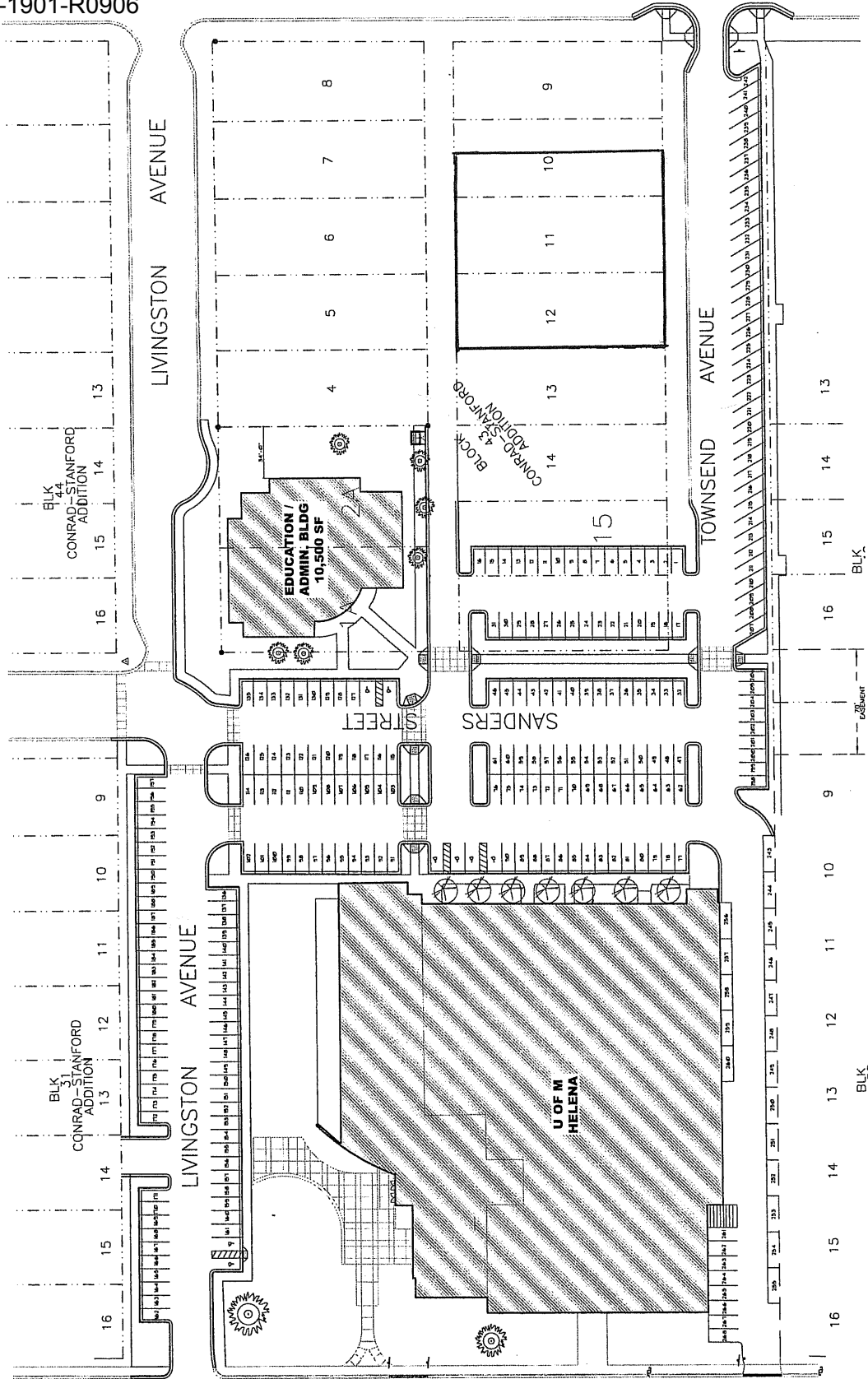
SITE PLAN

STATE OF MONTANA
 EDUCATION/ADMINISTRATION
 BUILDING
 HELENA, MONTANA

SITE PLAN
 0523
 PRELIMINARY
 5-3-06

SD1.0

ITEM 132-1901-R0906



SCALE: 1" = 30'

September 27 – 29, 2006

ITEM 132-1902-R0906 **Authorization to Expend Student Equipment Fees; The University of Montana – Helena College of Technology**

THAT: The Montana Board of Regents of Higher Education authorizes, in accordance with Montana University System Policy 940.26, the expenditure of up to \$95,000 of collected student equipment fees for the purchase of automotive diagnostic equipment for instructional use at the college.

EXPLANATION: The plan calls for the purchase of an automotive dynamometer, alignment system, vehicle lift, tire changer and wheel balancer. The requested equipment was bid out as two functional units. The first unit is an automotive dynamometer with a bid price of \$24,890. The other unit is the alignment, lift, tire changer and wheel balancer combination with a bid price of \$69,374.

ATTACHMENTS: Equipment purchase justification.

UM-Helena Proposed Purchases from Equipment Fees

Dynamometer

UM-Helena would like to purchase a chassis dynamometer for the Automotive Technology program from our current equipment fees account. The purchase of the dynamometer will allow students to use more diagnostic testing equipment, current technology in the industry and maintain their NATEF certification.

In the Automotive Technology program there is currently a compatibility problem with diagnostic testing equipment and the vehicles used in the program. Current diagnostic testing equipment in the automotive industry requires a vehicle to be running and in motion to collect the appropriate data for troubleshooting. In the UM-Helena program most vehicles used for testing and training are donated vehicles from Ford and Chrysler. According to the agreement with those manufacturers the donated vehicles are not allowed to be licensed or driven on public roads. Because of this agreement it is difficult if not impossible to collect the necessary data for training on those vehicles. The chassis dynamometer will allow cars to be run and load tested in the shop in a safe learning environment.

UM-Helena also is working towards purchasing current equipment to outfit the new automotive shop slated for completion in March 2007.

Automotive Equipment

UM-Helena would like to purchase numerous items for the Automotive Technology program from our current equipment fees account. The purchase of two lifts, a tire balancer, alignment rack and tire changer would allow the program to replace antiquated equipment, work on current automobiles and meet the programs requirements for NATEF certification.

Lifts-Currently the Automotive Technology program has four lifts which are all older style lifts. These lifts are incapable of handling the weight and dimensions of newer model trucks and SUVs. In addition to being incompatible with newer vehicles the Automotive program will lose one lift during the March move to their new facility. It will not be cost-effective, or logical, to move and reinstall the one in-floor lift at our current facility.

Alignment Rack-Our current alignment rack system is an older system which is incapable of working with newer style vehicles. In addition to not being able to handle the newer vehicles the old system does not have the newer technological components being used in industry. The purchase of the alignment rack would give students a more applicable and relevant learning experience.

Tire Changer-Our current tire changer is an older style system which is only capable of working with steel rim wheels. This does not allow the program to work with any of the current types of wheels such as alloy.

Tire Balancer-Our current wheel balancer is an older style system which has a large amount of wear from years of student use. It also does not contain the modern technology being used in industry.

All of the proposed purchases are also part of an effort to outfit the new automotive shop slated for completion in March 2007.