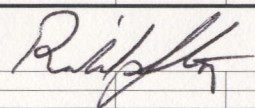
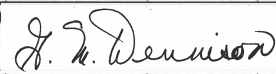


ITEM 144-1600-R0909, Staff; The University of Montana - Western (chanc, vc, coaches)											September 24-25, 2009		Added Comp Prior FY/AY*	Reason (Sept. Mtg ONLY)			
NAME (Last, First)	Title/Rank	Dept.	SALARY BASE (Based on 1.0 FTE, FY unless noted)		Stipend		(N)ew or (R)eplacement & Date/Hire	% Change	Actual FTE	Effective (Indicate end date if temp)	Reason	SPECIAL CONDITIONS	Tenure (Change Only)	Added Comp Prior FY/AY*	Reason (Sept. Mtg ONLY)		
			From:	To:	From:	To:											
I. CHANGES																	
A. Faculty																	
Knopik, Margareta S.	Associate Prof, BUS/TECH TO: No change	Business/Technology	47,762	47,762					1				T				
Wright, Eric S.	Associate Prof, MATH TO: No change	Mathematics	48,351	48,351					1				T				
II. Administrators/Professionals																	
Briggs, Susan D.	VC for Adm & Fin; Univ Assoc VP; Interim Vice Chancellor for Student Affairs TO: No change	Admin & Finance/Student Affairs	87,309	87,309	4,800	4,800		0.00%	1	7/1/09					Added Duties		
Storey, Richard D.	Chancellor; Prof of Bio Sci; UM Exec VP TO: No change	Chancellor	140,500	140,500				0.00%	1	7/1/09							
Ulrich, Karl E.	Provost & VC for Acad Aff; Univ Assoc Prov; Prof of Bio Sci TO: No change	Academic Affairs	101,666	101,666				0.00%	1	7/1/09							
TOTALS			329,475	329,475				0.00%									
III. Coaches																	
Cocchiarella, Cara	Women's Head & JV Basketball	Athletics	43,827	38,000			R Engellant	-13.30%	1 AY	8/1/09							
Else, Iola V.	Rodeo Coach; Instr of ED TO: No change	Athletics/ED	60,011	60,011				0.00%	.50 AY .50 AY	8/1/09							
Ferris, Rich	Head Football Coach TO: No change	Athletics	51,600	51,600				0.00%	1	8/1/09							
Howells, Katie	Women's Head Volleyball Coach	Athletics	39,775	39,775				0.00%	0.48 AY	8/1/09							
Keller, Steve	Men's Head Basketball Coach	Athletics	38,700	45,000				16.28%	0.50 AY	8/1/09							
TOTALS			190,086	196,386				4.07%									
TENURE:			^ Subject to continuation of federal funds, proprietary funds and/or grants.														
NT = Nontenurable																	
P = Probationary																	
T = Tenured																	
SALARY ADJUSTMENTS:			APPROVED Campus CEO 					Date: 8/14/09									
P = Promotion																	
L = Lump Sum Bonus																	
M = Merit																	
R = Retention																	
N = Normal																	
O = Other/Specify																	
EXTRA COMPENSATION:			APPROVED President 					Date: 8/25/09									
T = Teaching																	
R = Research																	
G = Grant Administration																	
O = Other (provide brief explanation)																	
			APPROVED Commissioner of Higher Education					Date:									

Request for Salary Adjustment

To: Commissioner of Higher Education
Attention: Kevin McRae / Labor Relations & Human Resources
kmcrae@oche.montana.edu
FAX: (406) 444-1469
Phone: (406) 444-0327

From: Mark Durham, Athletic Director, Montana Western, (406) 683-7509

Date: July, 23, 2009

This requested salary adjustment is for (Steve Keller, Head Men's Basketball Coach, Montana Western).

The basis for the requested adjustment is *(circle or bold underline the applicable basis or bases)*:


- I. Regent-authorized general pay raise
- II. **Retention**
- III. **Equity**
- IV. Performance Bonus
- V. Recruitment Bonus
- VI. Other (specify rationale, e.g., promotion, temporary or permanent reassignment, etc.)

Explanation *(Please reference the appropriate provisions of the BOR-approved salary guidelines.):*

This is a request to ask for a pay raise for our Head Men's Basketball Coach, Steve Keller. In his second year at Montana Western Steve made \$19,350 and I would like to see his salary increased to \$22,500 for year number three. This amount is what he is qualified to make under the terms of his retirement from the public schools. He has agreed to coach on a part-time capacity. Steve is an outstanding coach and we would like to keep him here. I believe this would fall under the category of retention and equity among other coaches in the conference, but I think it also falls under the area of doing what is fair and right for Coach Keller and what is best for our student athletes.

This request would be funded by the savings of our long time women's basketball coach who retired and the difference in the salary of our new coach. If there are any questions please contact me at (406) 683-7509 or at m_durham@umwestern.edu.


Review and Approval (signatures indicate support for this salary adjustment)



Executive Officer

5/11/09

Date

Human Resources Director


President

Date
8/25/09

Date

Commissioner of Higher Education

Date