

**(1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY**

<u>Name/Degree</u>	<u>Position</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>
<b>(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>					
<b>Ripley, Anneliese A.</b> M.S.	Fr: Dean of Outreach/Research University Associate Dean	N-T		1.0	56,049 FY
	To: Dean of Outreach/Research University Associate Dean	N-T	<b>9-20-02</b>	<b>0.8</b>	56,049 FY

**(2) NEW POSITIONS AND REPLACEMENTS**

<u>Name/Degree</u> <u>Rank/Department</u>	<u>Replaces</u>	<u>Tenure</u>	<u>Effective</u>	<u>FTE</u>	<u>Salary</u>
<b>(a) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>					
<b>Dolan, Kimberly A.</b> B.A. Admissions Representative	Nate Lant	N-T	8-20-02	1.0	19,980 FY
<b>Hayworth, Holly</b> B.A. Admissions Representative	New	N-T	8-26-02	1.0	16,650 <sup>1</sup>

---

<sup>1</sup>Ten-month contract (August 26, 2002 – June 15, 2002).

**FOR INFORMATIONAL PURPOSES ONLY**  
**The University of Montana - Western**  
**2002-2003 FACULTY ROSTER**  
**Submitted November 21-22, 2002**

(Faculty salaries, rank and tenure as a result of collective bargaining negotiations; academic-year appointments unless otherwise specified.)

<u>Name, Degree, Department</u>	<u>Tenure</u>	<u>2001-02 Salary</u>	<u>2002-03 Salary (Effective 11-1-02)</u>	<u>Percent Increase</u>
<b><u>Professors</u></b>				
<b>Bullard, Julie</b> Ed.D. Education Director Early Childhood Education Center	C	42,168 8,000 <sup>1</sup>	47,230 8,000 <sup>2</sup>	(12.01)
<b>Brienza, Barney P.</b> M.A. Art	C	54,347	56,461	(3.89)
<b>Kirkley, John S.</b> Ph.D. Biological Science	C	48,968	50,850	(3.84)
<b>Krank, H. Mark</b> Ph.D. Psychology/Education	C	47,674	49,407	(3.64)
<b>Lundy, Gary J.</b> Ph.D. English	C	46,640	48,423	(3.82)
<b>Maddock, Jane H.</b> Ph.D. English/Education	C	48,968	50,850	(3.84)
<b>Mastandrea, Eva</b> M.F.A. Art/Education	P	41,631	47,230	(13.45)
<b>Mock, Stephen R.</b> Ph.D. Dean of Arts & Sciences Chemistry	C	48,888	50,671	(3.65)
<b>O'Connor, William C.</b> Ph.D. Social Science	C	57,078	59,110	(3.56)
<b>Reiten, Linda L.</b> Ph.D. Special Education	P	42,298	47,230	(11.66)
<b>Sethi, Amarjit W.</b> Ph.D. Business	P	49,812	51,463	(3.31)
<b>Thomas, Robert C.</b> Ph.D. Geology	C	45,414	47,230	(4.00)
<b>Thompson, E. Otis</b> Ed.D. Mathematics/Education	C	55,293	57,275	(3.58)
<b>Ulrich, Judy A.</b> Ph.D. Education/English	C	48,954	50,820	(3.81)

<sup>1</sup>Received an administrative stipend for duties as Director of Early Childhood Education Program, on Sabbatical Leave at two-thirds pay Fall Semester 2001.

<sup>2</sup>Receives an administrative stipend for duties as Director of Early Childhood Education Program.

**FOR INFORMATIONAL PURPOSES ONLY**  
**Faculty Roster – The University of Montana – Western**

November 21-22, 2002

<u>Name, Degree, Department</u>	<u>Tenure</u>	<u>2001-02 Salary</u>	<u>2002-03 Salary (Effective 11-1-02)</u>	<u>Percent Increase</u>
<b><u>Professors continued</u></b>				
<b>Weltzien, O. Alan</b> Ph.D. English	C	52,472	54,255	(3.40)
<b>Zaspel, Craig</b> Ph.D. Physics	C	50,988	52,887	(3.72)
<b><u>Associate Professors</u></b>				
<b>Connor, William P.</b> Ed.D. Health & Human Performance	P		42,252	
<b>Easter-Pilcher, Andrea</b> Ph.D. Biology	C	40,725	42,135	(3.46)
<b>Francisconi, Michael J.</b> Ph.D. Anthropology	C	40,725	42,135	(3.46)
<b>Frey, Gary S.</b> Ed.D. Industrial Technology	P		46,252	
<b>Gilliard, Jennifer L.</b> Ph.D. Education	P	41,215	42,543	(3.22)
<b>Hajduk, John C.</b> Ph.D. History	P	40,618	42,011	(3.43)
<b>Horst, Randall P.</b> MFA Art	C	42,634	44,078	(3.39)
<b>Janus, Boleslaw</b> Ph.D. History	P	41,478	42,905	(3.44)
<b>Jones, W. Cecil</b> J.D., M.A. Business (Temporary)	N-T	41,656 (.75 FTE)	43,066 (.75 FTE)	(3.38)
<b>Monroe, Ronnie</b> Ed.D. Education	C	40,640	42,050	(3.47)
<b>Moore, Rita A.</b> Ph.D. Education	P		46,252	
<b>Roberts, Sheila</b> Ph.D. Geology	C	41,029	42,456	(3.48)
<b>Walker, L. Kay</b> Ed.D. Education	P	43,215	44,543	(3.07)
<b>Xanthopoulos, John A.</b> Ph.D. Education	P	41,215	42,543	(3.22)

**FOR INFORMATIONAL PURPOSES ONLY**  
**Faculty Roster - The University of Montana - Western**

November 21-22, 2002

<u>Name, Degree, Department</u>	<u>Tenure</u>	<u>2001-02 Salary</u>	<u>2002-03 Salary (Effective 11-1-02)</u>	<u>Percent Increase</u>
<b><u>Assistant Professors</u></b>				
<b>Bailey, John W.</b> M.R.E. Tourism/Recreation	P	42,086	43,418 <sup>3</sup>	(3.16)
<b>Clark, Richard</b> Ph.D. Biology (Temporary)	N-T	35,000	36,183	(3.38)
<b>Dyreson, Eric G.</b> Ph.D. Mathematics	P		36,000	
<b>Elser, Glenda W.</b> M.S. Business	P	40,864	42,196	(3.26)
<b>Francis, Diana</b> Ph.D. English	P	36,006	37,155	(3.19)
<b>Funasaki, Eric T.</b> Ph.D. Mathematics	P		38,000	
<b>Kendall, David L.</b> M.S. Physical Education	C	40,125 5,505 <sup>4</sup>	41,474 5,505 <sup>4</sup>	(3.36)
<b>Sheriff, Bonnie J.</b> M.S. Physical Education	C	41,296	42,926	(3.95)
<b>Smith, Gregg</b> Ph.D. English (Temporary)	N-T		37,000	
<b><u>Instructors</u></b>				
<b>Basile, Shauna</b> B.S. Business (Temporary)	N-T	34,778 <sup>5</sup>	35,824 (.75FTE)	(3.01)
<b>Bonnin, Jeri W.</b> MME Music (Temporary)	N-T		34,047	
<b>Carlson, Denise</b> B.S. Business (Temporary)	N-T	25,931	26,944	(3.90)
<b>Covington, Elizabeth</b> M.S. Mathematics (Temporary)	N-T	30,825	31,854	(3.34)

<sup>3</sup>On sabbatical at two-thirds pay.

<sup>4</sup>Receives an administrative stipend (\$5,505) for duties as head athletic trainer.

<sup>5</sup>Fall Semester 2001 - .75 FTE; Spring Semester 2002 – 1.00 FTE.

## FOR INFORMATIONAL PURPOSES ONLY

## Faculty Roster - The University of Montana - Western

November 21-22, 2002

<u>Name, Degree, Department</u>	<u>Tenure</u>	<u>2001-02 Salary</u>	<u>2002-03 Salary (Effective 11-1-02)</u>	<u>Percent Increase</u>
<b><u>Instructors continued:</u></b>				
<b>Daenzer, Douglas K.</b> M.S. Computer Science/Math Education (Temporary)	N-T	33,931	35,076	(3.37)
<b>Handlos, Janelle</b> B.S. Health and Physical Education Assistant Athletic Trainer (Temporary)	N-T	25,931	26,944	(3.90)
<b>McKinney, Amy L.</b> M.A. History (Temporary)	N-T		28,047 <sup>6</sup>	
<b>Moore, David P.</b> M.A. English (Temporary)	N-T		30,047 <sup>7</sup>	
<b>Rhodes, Michelle J.</b> M.A. Political Science (Temporary)	N-T		34,000	
<b>Rogstad, Mark R.</b> M.S. Industrial Technology	P	31,847	32,893	(3.28)
<b>Scott, Shaun</b> B.S. Computer Science (Temporary)	N-T	33,931	34,944	(2.98)

---

<sup>6</sup>One-hundred percent of salary from non-state funds.

<sup>7</sup>One-hundred percent of salary from non-state funds.