

ITEM 127-1000-R0505; Staff; The University of Montana - Missoula May 19-20, 2005

| NAME | | Position Title | Old Salary or (Salary Paid to Replaced Emp) | New Salary | Stipend or Extra Comp | Effective Date/ Reason for Change (Replaced) | Type of Appt/ Funding Source & FTE (1 FTE is assumed) FY assumed for admin & prof; AY assumed for faculty | % Increase |
|--|---------|---|---|------------|--|---|--|---------------|
| Last | First | | | | | | | |
| (1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY: | | | | | | | | |
| (a) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS | | | | | | | | |
| Aronofsky JD, PhD | David | FR: Legal Counsel, President's Office TO: (No Change) | 84,000 | 84,000 | 11,475 Act ST/CU | 5/16/2005 | NT CU | 0.00% |
| Carr BA | Luther | FR: Restricted Duties Football Coach, Intercollegiate Athletics TO: (No Change) | 27,500 | 27,500 | 2,280 Bonus | 5/16/2005 | NT D | 0.00% |
| Daste BA | Dominic | FR: Restricted Duties Football Coach, Intercollegiate Athletics TO: (No Change) | 28,000 | 28,000 | 2,240 Bonus | 5/16/2005 | NT D | 0.00% |
| Gregorak BA | Tyler | FR: Assistant Football Coach, Intercollegiate Athletics TO: (No Change) | 27,500 | 27,500 | 2,200 Bonus | 5/16/2005 | NT D | 0.00% |
| Hauck MA | Robert | FR: Head Football Coach, Intercollegiate Athletics TO: (No Change) | 105,000 | 105,000 | 5,000 Bonus | 5/16/2005 | NT CU | 0.00% |
| Hauck BA | Thomas | FR: Assistant Football Coach, Defensive Line, Intercollegiate Athletics TO: (No Change) | 15,000 | 15,000 | 1,200 Bonus | 5/16/2005 | NT D | 0.00% |
| Hauck BA | Timothy | FR: Assistant Football Coach, Intercollegiate Athletics TO: (No Change) | 20,000 | 20,000 | 1,600 Bonus | 5/16/2005 | NT CU | 0.00% |
| Hill BA | Andy | FR: Assistant Men's Basketball Coach, Intercollegiate Athletics TO: (No Change) | 20,000 | 20,000 | 69 Act AT/D | 1/24/2005 | NT CU | 0.00% |
| Kowalski BS | Ron | FR: Assistant Football Coach, Intercollegiate Athletics TO: (No Change) | 15,000 | 15,000 | 1,200 Bonus | 5/16/2005 | NT D | 0.00% |
| Morrison MS | Angela | FR: Assistant Soccer Coach, Intercollegiate Athletics TO: (No Change) | 29,000 | 29,000 | 17,000 Est O/D (Strikers Soc Assoc) | 2/1/05-9/30/05 | NT .82 CU .18 D | 0.00% |

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|--|---------|---|--------|--------|---|---|-----------------------|--------|
| Pace BA | Gordon | FR: Director of Applications and Media Development, Information Technology Office TO: (No Change) | 53,500 | 53,500 | 350 Est O/D (BB Scorer) | 11/1/2004 | NT CU | 0.00% |
| Paulson BA | Kraig | FR: Assistant Head Football Coach, Special Teams, Linebacks, Intercollegiate Athletics TO: Assistant Football Coach, Defensive Coordinator, Intercollegiate Athletics | 51,000 | 50,425 | 3,600 Bonus | 3/1/2005 (Hammerschmidt) 5/16/2005 | NT CU | -1.13% |
| Phenicie MA | Robert | FR: Assistant Football Coach, Offensive Coordinator, Intercollegiate Athletics TO: (No Change) | 51,000 | 51,000 | 4,080 Bonus | 5/16/2005 | NT .90 CU .10 D | 0.00% |
| (b) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS | | | | | | | | |
| Neu PhD | Clyde | FR: Director, Off-Campus MBA Program, Professor, Marketing and Management TO: (No Change) | 92,515 | 92,515 | 3,000 Act O/D (MBA Proj Dir) 7,500 Est ST/CU | 5/23/2005 | P CU | 0.00% |
| Seninger PhD | Stephen | FR: Research Associate Director, Bureau of Business and Economic Research, Professor, Marketing and Management TO: (No Change) | 76,851 | 76,851 | 2,850 Act AT/D | 2/1/2005 | T | 0.00% |
| Seninger PhD | Stephen | FR: Research Associate Director, Bureau of Business and Economic Research, Professor, Marketing and Management TO: (No Change) | 96,500 | 96,500 | | | 1.0 R | 0.00% |
| (C) FACULTY | | | | | | | | |
| Professors: | | | | | | | | |
| Belsky PhD | Jill | FR: College of Forestry and Conservation TO: (No Change) | 64,131 | 64,131 | 1,013 Act AR/R | 3/1/2005 | T CU | 0.00% |
| Bolton PhD | Randy | FR: Drama/Dance TO: (No Change) | 60,292 | 60,292 | 1,000 Act O/R (McNair Mentor) | 3/1/2005 | T CU | 0.00% |

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|--------------------------|----------|--|--------|--------|---|-------------------------------|----------------|-------|
| Boyd MFA | Lance | FR: Director, Jazz Studies, Music TO: (No Change) | 63,688 | 63,688 | 250 Act O/D (Music Clinic) | 3/1/2005 | T CU | 0.00% |
| Burke PhD | Edwin | FR: College of Forestry and Conservation TO: (No Change) | 55,439 | 55,439 | 9,629 Est AR/D | 2/1/2005 | T CU | 0.00% |
| Burns EdD | Clarence | FR: Health and Human Performance TO: (No Change) | 58,061 | 58,061 | 415 Act AR/CU | 2/1/2005 | T CU | 0.00% |
| Cracolice PhD | Mark | FR: Chair, Chemistry TO: (No Change) | 67,500 | 67,500 | 3,477 DC/CU 149 Act O/R (Prof Dev) | 1/1/2005 | T CU | 0.00% |
| Doyle PhD | Daniel | FR: Chair, Sociology TO: (No Change) | 61,488 | 61,488 | 3,108 DC/CU 3,074 Act SR/R | 7/1/2004 | T CU | 0.00% |
| Evans PhD | Gerald | FR: Marketing and Management TO: (No Change) | 92,277 | 92,277 | 1,500 Act AT/D | 2/1/2005 | T CU | 0.00% |
| Evans EdD | Roberta | FR: Educational Leadership and Counseling TO: (No Change) | 88,040 | 88,040 | 3,000 Act O/CU (Online Crs Dev) 6,000 Act AT/D | 3/1/2005 3/4/2005 | T CU | 0.00% |
| Fiedler PhD | Carl | FR: College of Forestry and Conservation (Research) TO: (No Change) | 54,141 | 54,141 | 1,425 Act PM/R 4,559 Act AR/R | 2/1/2005 2/1/2005 | NT CU | 0.00% |
| Garthwait MSW | Cynthia | FR: Chair, Social Work TO: (No Change) | 58,438 | 58,438 | 1,554 DC/CU 500 Act O/CU (Stdnt Supv Lrn Proj) | 3/1/2005 | T CU | 0.00% |
| Nickerson PhD | Norma | FR: College of Forestry and Conservation (Adjunct) TO: (No Change) | 69,331 | 69,331 | 500 Act AR/R | 12/3/2004 | NT CU FY | 0.00% |
| Ramey MM | Maxine | FR: Music TO: (No Change) | 52,758 | 52,758 | 250 Act O/D (Music Clinic) | 3/1/2005 | T CU | 0.00% |
| Robson PhD | Donald | FR: Educational Leadership and Counseling TO: (No Change) | 80,828 | 80,828 | 1,548 Act AR/R 3,000 Act O/D (Acad Coord) | 2/1/2005 1/24/2005 | T CU | 0.00% |

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|-----------------------------|--------------|--|--------|--------|---|--------------------------------------|---|-------|
| Ruby PhD | Brent | FR: Health and Human Performance TO: (No Change) | 57,855 | 57,855 | 3,100 Act PM/R | 1/24/2005 | T CU | 0.00% |
| Shoostari PhD | Nader | FR: Chair, Marketing and Management TO: (No Change) | 94,974 | 94,974 | 3,108 DC/CU 4,500 Act AT/CU | 2/1/2005 | T CU | 0.00% |
| Sondag PhD | K. Ann | FR: Health and Human Performance TO: (No Change) | 62,121 | 62,121 | 420 Act AR/CU 3,668 Act AR/R | 2/1/2005 1/1/2005 | T CU | 0.00% |
| Sorenson PhD | Larry (Dean) | FR: Educational Leadership and Counseling TO: (No Change) | 59,965 | 59,965 | 3,000 Act O/CU (Online Crs Dev) | 3/1/2005 | T CU | 0.00% |
| Tilton MEd | Barbara | FR: Art TO: (No Change) | 54,356 | 54,356 | 500 Act PM/CU | 2/2/2005 | T CU | 0.00% |
| Whiddon EdD | Thomas | FR: Health and Human Performance TO: (No Change) | 55,444 | 55,444 | 350 Est O/D (Griz Evnts Staff) | 9/1/2004 | T CU | 0.00% |
| Associate Professors | | | | | | | | |
| Adams PhD | Earle | FR: Chemistry (Research) TO: (No Change) | 41,700 | 41,700 | 2,848 Act ST/CU | 6/1/2005 | NT .15 D .85 R FY | 0.00% |
| Coffin PhD | Douglas | FR: Pharmaceutical Sciences (Research) TO: (No Change) | 62,279 | 62,279 | | 2/1/2005 CF | T FR: .90 CU TO: 1.0 CU | 0.00% |
| Coffin PhD | Douglas | FR: Pharmaceutical Sciences (Research) TO: (No Change) | 84,500 | 84,500 | | | FR: .10 R TO: 0 R | 0.00% |
| Crawford PhD | Anthony | FR: Accounting and Finance TO: (No Change) | 72,852 | 72,852 | 2,850 Act AT/D | 2/1/2005 | T CU | 0.00% |
| Gaskill PhD | Steven | FR: Health and Human Performance TO: (No Change) | 48,155 | 48,155 | 2,820 Act AR/R 1,900 Act AT/CU | 1/24/2005 1/24/2005 | P CU | 0.00% |
| Jones PhD | Belva | FR: Chair, Information Systems and Technology, School of Business Administration TO: (No Change) | 80,791 | 80,791 | 2,667 DC/CU 2,225 Act AT/CU | 2/1/2005 | T CU | 0.00% |

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|-----------------------------|-------------|--|--------|---------------|---------------------------------------|----------------------|-------------------------------------|--------|
| Knight PhD | Christopher | FR: Chair, English TO: (No Change) | 53,847 | 63,847 | 3,477 DC/CU 4,678 Act ST/CU | 4/1/2005 R/M | T CU FY | 18.57% |
| Ledbetter DMA | Robert | FR: Music TO: (No Change) | 48,523 | 48,523 | 600 Act O/D (Music Clinic) | 4/28/2005 | T CU FY (11) | 0.00% |
| Morton PhD | Donald | FR: Computer Science TO: (No Change) | 53,745 | 53,745 | 3,000 Act AT/D | 2/7/2005 | T CU | 0.00% |
| Ravesloot MA | Craig | FR: Co-Director, Rural Institute/Psychology (Research) TO: (No Change) | 64,235 | 64,235 | | 3/1/2005 CF | NT FR: .85 R TO: .70 R FY | 0.00% |
| Uhlenbruck PhD | Nikolaus | FR: Marketing and Management TO: (No Change) | 86,000 | 86,000 | 2,200 Act AT/CU | 3/1/2005 | P CU | 0.00% |
| Wasta PhD | Stephanie | FR: Curriculum and Instruction TO: (No Change) | 45,094 | 45,094 | 3,000 Act O/D (Online Crs Dev) | 1/24/2005 | T CU | 0.00% |
| Assistant Professors | | | | | | | | |
| Costa ABD | Bruce | FR: Accounting and Finance TO: (No Change) | 74,763 | 74,763 | 150 Act AT/CU | 1/22/2005 | P CU | 0.00% |
| Eby PhD | Lisa | FR: College of Forestry and Conservation TO: (No Change) | 45,500 | 45,500 | 500 Act O/R (McNair Mentor) | 3/1/2005 | P CU | 0.00% |
| Harper PhD | Joel | FR: Geology TO: Assistant Professor, Geology, Research Assistant Professor, Geology | 48,000 | 48,000 | | 5/15/2005 CF | P FR: 1.0 CU TO: .90 CU | 0.00% |
| Harper PhD | Joel | FR: Geology TO: Assistant Professor, Geology, Research Assistant Professor, Geology | | 60,000 | | 5/15/2005 New | FR: 0 FTE TO: .10 FTE | 0.00% |
| Harris PhD | Kari Jo | FR: Pharmacy (Research) TO: Research Assistant Professor, Pharmaceutical Sciences and Psychology | 70,500 | 75,000 | | 4/1/2005 M | NT R | 6.38% |
| Howell JD | David | FR: Assistant Professor TO: Assistant Professor, Director Legal Analysis and Appellate Advocacy | 62,400 | 70,000 | | 8/24/2005 P | FR: NT TO: P CU | 12.18% |

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|-------------------------------|---------|---|--------|---------------|---|-------------------------------------|--------------------------------------|--------|
| Lowe PhD | Winsor | FR: Division of Biological Sciences TO: (No Change) | 45,000 | 45,000 | | 3/6/2005 CF | P FR: 1.0 CU TO: .81 CU | 0.00% |
| Patel (Thuesen) PharmD | Amanda | FR: Pharmacy Practice TO: (No Change) | 65,500 | 65,500 | 300 Act SP/D | 2/27/2005 | P CU | 0.00% |
| Saber PhD | Hashim | FR: Mathematical Sciences (Adjunct/Research) TO: (No Change) | 38,192 | 38,192 | 4,242 Est O/D (Adm Pak Prof Dev Prog) | 9/15/2004 | NT .53 CU | 0.00% |
| Saber PhD | Hashim | FR: Mathematical Sciences (Adjunct/Research) TO: (No Change) | 59,426 | 59,426 | | | .47 D | 0.00% |
| Smith JD | Maylinn | FR: Director, Indian Law Clinic (Adjunct) TO: Assistant Professor, Director, Indian Law Clinic, School of Law | 59,087 | 70,000 | | 8/24/2005 P | FR: NT LWOP TO: P CU | 18.47% |
| Spencer PhD | Dan | FR: Liberal Studies (Adjunct) TO: (No Change) | 30,054 | 30,054 | 1,333 Act AT/CU | 2/21/2005 | NT CU | 0.00% |
| Woodruff MA | Carol | FR: College of Forestry and Conservation (Adjunct) TO: (No Change) | 32,000 | 32,500 | | 2/1/2005 N | NT .69 CU | 1.56% |
| Instructors | | | | | | | | |
| Gleason MS | William | FR: Welding, Level III TO: (No Change) | 41,454 | 41,454 | 1,250 Act AR/R | 2/1/2005 | P CU | 0.00% |
| Harper-Whalen ME | Susan | FR: Co-Project Director, Rural Institute/Curriculum and Instruction (Research) TO: (No Change) | 52,000 | 52,000 | 4,262 Act AT/CU 3,552 Act ST/CU | 1/24/2005 6/1/2005 | NT R FY | 0.00% |
| Hinricher MA | Carol | FR: Business Technology, Level IV TO: (No Change) | 50,462 | 50,462 | 2,250 Act O/D (Online Crs Dev) | 3/1/2005 | T CU | 0.00% |
| Jakes MA | Penny | FR: Business Technology, Level IV TO: (No Change) | 49,711 | 49,711 | 1,170 Act O/D (Supp & Training CISCO) | 12/1/2004 | T CU | 0.00% |
| Lizotte MA | James | FR: Chair, Industrial Technology, Level IV TO: (No Change) | 55,221 | 55,221 | FR: 2,500 DC/CU TO: 3,500 DC/CU 1,600 BB | 8/24/2004 P | T CU | 0.00% |

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|------------------------------------|----------|---|------------------|------------------|---|-------------------|---------|--------------|
| Wafstet MA | Margaret | FR: Health Professions, Level IV TO: (No Change) | 48,554 | 48,554 | 785 Act O/CU (Nur Precptrshp Checks) | 12/30/2004 | T CU | 0.00% |
| Wrobel PhD | Lisa | FR: Applied Arts and Sciences, Level II TO: (No Change) | 42,500 | 42,500 | 4,000 Act O/R (Crs Dev) | 2/1/2005 | P CU | 0.00% |
| TOTALS AND AVERAGE INCREASE | | | 3,815,538 | 3,908,476 | | | | 2.44% |

(2) NEW POSITIONS AND REPLACEMENTS

(a) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

| | | | | | | | | |
|------------------------|----------|---|--------|---------------|--|--------------------------------|-----------------------|--------|
| Collins | Cathleen | Assistant to the President | 50,500 | 50,000 | | 3/21/2005 (Ardouny) | NT CU | -0.99% |
| Follis | Kathryn | IACUC Coordinator and Animal Research Specialist, Laboratory Animal Resources | | 48,000 | | 6/1/2005 New | NT CU | 0.00% |
| Kaligis BA | Pete | Assistant Football Coach, Intercollegiate Athletics | 45,000 | 46,575 | | 2/7/2005 (Schramm) | NT .03 CU .97 D | 3.50% |
| Talbott BFA | Linda | Associate Director, Broadcast Media Center | | 48,500 | | 3/1/2005 New | NT R | 0.00% |
| Vanderheiden | Alicia | Conference Manager, College of Forestry and Conservation | | 30,000 | | 4/1/2005 New | NT .60 A | 0.00% |

(b) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

| | | | | | | | | |
|-------------------------|-------|---|--------|---------------|--|--------------------------|---------|-------|
| McKusick PhD | James | Dean, Davidson Honors College, Professor of English | 90,500 | 94,000 | | 7/1/05 (Bach) | P CU | 3.87% |
|-------------------------|-------|---|--------|---------------|--|--------------------------|---------|-------|

(c) FACULTY

Assistant Professors

| | | | | | | | | |
|------------------------|-------|---|--------|---------------|--|---------------------------------|---------------|---------|
| McCann MLIS | Steve | Digital Projects Librarian, Mansfield Library | 65,724 | 37,500 | | 1/24/2005 (Schuster) | P CU FY | -42.94% |
|------------------------|-------|---|--------|---------------|--|---------------------------------|---------------|---------|

(3) LEAVES OF ABSENCE

(b) FACULTY

| | | | | | | | | |
|----------------------------|--------|---|--|--|--|-----------------|---|--|
| Rabinovitch PhD | Judith | Professor, Modern and Classical Languages and Literatures | | | | 1/19/05-5/19/06 | T | |
|----------------------------|--------|---|--|--|--|-----------------|---|--|

(4) END OF EMPLOYMENT

| (a) ACADEMIC AND NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS | | | | | | | | | |
|--|------------|--|--|--|--|-----------|---|--|--|
| Ardouny BA | Mary Ellen | Assistant to the President | | | | 4/8/2005 | NT | | |
| (b) FACULTY | | | | | | | | | |
| Professors | | | | | | | | | |
| Gideon PhD | Rudy | Mathematical Sciences | | | | 6/24/2005 | T | | |
| Milodragovich MA | Christine | Drama/Dance | | | | 5/14/2005 | T | | |
| Assistant Professors | | | | | | | | | |
| Cabell PhD | Charles | Modern and Classical Languages and Literatures | | | | 4/14/2005 | P | | |
| SALARY CHANGE OR ADDITION LEGEND: CF = Change in Funding and/or FTE CL = Converted from Classified or Letter of Appointment D = Completion of Degree E = Equity Adjustment Increase I = Inversion Increase Included L = Professional Licensure Award M = Merit Increase N = Normal Increase P/I = Promotion / Increase R/M = Retention / Market Adjustment Increase RR = Responsibilities Reduced SA=Stipend Added 1 = Plus Room and Board 2 = Plus Housing Allowance 3 = Plus Car Allowance | | | FUNDING SOURCE LEGEND: CU = Current unrestricted R = Restricted A = Auxiliary D = Designated O = Other | | TENURE LEGEND: NT = Non-tenurable T = Tenured P = Probationary | | STIPEND LEGEND: DC = Dept. Chair/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties | | EXTRA COMP LEGEND: est = Estimated act = Actual GA = Grant administration ST = summer teaching SR = summer research AT = Additional AY teaching AR = Additional AY research SP = Speaking PM = Project management/Writing AY O = Other (must specify) |
| * NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum. | | | | | | | | | |