

ITEM 129-1000-R1105; Staff; The University of Montana - Missoula							November 16-18, 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							
<b>(1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY:</b>								
<b>(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>								
<b>Duce MS</b>	Patricia	FR: Assistant Women's Basketball Coach, Intercollegiate Athletics <b>TO: (No Change)</b>	31,766	31,766	<b>8,000 Est AT/D</b>	9/29/2005	NT .50 CU .50 D	0.00%
<b>Fanslow JD</b>	Heidi	FR: Director, Admissions, School of Law <b>TO: (No Change)</b>	38,521	38,521	<b>4,000 Act O/CU (Prep for Cmptition)</b>	1/1/2006	NT CU	0.00%
<b>Keller BS, CPA</b>	Rosemary	FR: Associate Vice President of Administration and Finance <b>TO: (No Change)</b>	118,825		<b>5,000 one-time</b>	10/1/05 <b>M</b>	NT CU	0.00%
<b>Koester</b>	Otto	FR: Interim Grant Writing, Academic Affairs <b>TO: (No Change)</b>	52,000	52,000	<b>3,000 AD/CU</b>	<b>8/15/2005 SA</b>	NT .50 CU	0.00%
<b>Muse MBA</b>	A. William	FR: Executive Director, Office of Planning, Budgeting and Analysis <b>TO: (No Change)</b>	93,486	93,486	<b>3,273 Act AT/CU</b>	8/24/2005	NT CU	0.00%
<b>Pengelly Drake</b>	Laure	FR: Director of Advising and External Scholarships, Davidson Honors College <b>TO: (No Change)</b>	28,000	28,000	<b>8,000 Act AT/CU</b>	8/24/2005	NT .92 CU	0.00%
<b>Mahlum BS</b>	Brenda	FR: Director, Physical Training Clinic <b>TO: (No Change)</b>	51,877	51,877		<b>8/1/2005 CF</b>	NT FR: .50 D <b>TO: .75 D</b>	0.00%
<b>Schwartz MPA</b>	Julie	FR: Associate Director, Alumni Association <b>TO: (No Change)</b>	42,935		<b>1,500 one-time</b>	10/1/05 <b>M</b>	NT CU	0.00%
<b>(B) ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>								

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Neu PhD	Clyde	FR: Director, Off-Campus MBA Program, Professor, Marketing and Management <b>TO: (No Change)</b>	95,753	95,753	3,000 AD/CU <b>1,640 Act (Acad Coord) 4,250 Act AT/CU</b>	9/21/2005 11/1/2005	P CU	0.00%
<b>(C1 ) FACULTY; Professors</b>								
Arnold PhD	Nancy	FR: Associate Professor (Research) Sociology/Rural Institute <b>TO: Professor (Research) Sociology/Rural Institute</b>	65,391	70,391		<b>10/1/2005 P</b>	NT R FY	7.65%
Belsky PhD	Jill	FR: College of Forestry and Conservation <b>TO: (No Change)</b>	68,376	68,376	<b>1,000 Act SR/R</b>	8/1/2005	T CU	0.00%
Burfeind PhD	James	FR: Sociology <b>TO: Chair, Sociology</b>	62,668	62,668	<b>3200 DC/CU</b>	8/24/2005	T CU	0.00%
Doyle PhD	Daniel	FR: Chair, Sociology <b>TO: Sociology</b>	63,640	63,640	<b>Remove DC</b>	<b>8/24/2005</b>	T CU	0.00%
Gadbow MFA	Kathleen	FR: Associate Professor (Adjunct) Writing Lab Director, English <b>TO: Professor (Adjunct), Writing Lab Director, English</b>	48,816	53,816		<b>10/1/2005 P</b>	NT CU	10.24%
Kavanaugh PhD	Michael	FR: Neurophysiology, Pharmaceutical Sciences (Research) <b>TO: (No Change)</b>	70,898	70,898		<b>8/24/2005 CF</b>	P FR: .50 CU <b>TO: .20 CU</b>	0.00%
			94,185	94,185			FR: .50 R <b>TO: .80 R</b>	0.00%
Koester PhD	Lynne Sanford	FR: Psychology <b>TO: (No Change)</b>	82,652	82,652	<b>2,000 Act SA/CU</b>	7/1/2005	T CU	0.00%
Lockridge PhD	Kenneth	FR: History <b>TO: (No Change)</b>	92,831	92,831		<b>8/24/2005 CF</b>	T <b>FR: 1.0 CU TO: .50 CU</b>	0.00%

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Minnick PhD	Michael	FR: Division of Biological Sciences <b>TO: (No Change)</b>	67,388	<b>78,000</b>		<b>12/1/2005</b> R	T CU	15.75%
Queen PhD	Lloyd	FR: College of Forestry and Conservation <b>TO: (No Change)</b>	73,874	<b>83,874</b>		<b>12/1/2005</b> R	T .61 CU .39 R	13.54%
Spores PhD	John	FR: Chair, Social Work <b>TO: (No Change)</b>	69,322	69,322	3,200 DC/CU <b>5,000 AD/CU</b>	<b>8/24/2005</b> SA	T CU	0.00%
Wakimoto PhD	Ronald	FR: Chair, College of Forestry and Conservation <b>TO: (No Change)</b>	65,579	65,579	<b>4,002 Act</b> SR/R	8/8/2005	T CU	0.00%
Whiddon EdD	Thomas	FR: Chair, Health and Human Performance <b>TO: (No Change)</b>	57,385	57,385	<b>1,000 Act</b> ST/CU	8/1/2005	T CU	0.00%
<b>(C2) FACULTY; Associate Professors</b>								
Coffin PhD	Douglas	FR: Pharmaceutical Sciences (Research) <b>TO: (No Change)</b>	64,459	64,459		<b>10/1/2005</b> CF	T FR: .90 CU <b>TO: 1.0 CU</b> FR: .10 R <b>TO: 0 R</b>	0.00%
			87,458	87,458				0.00%
Harris PhD	Kari Jo	FR: Pharmaceutical Sciences and Psychology (Research) <b>TO: Associate Professor, College of Health Professions and Biomedical Sciences</b>	77,625	77,625		<b>8/24/2005</b>	FR: NT R <b>TO: P CU</b>	0.00%
Kaufmann MA	Karen	FR: Drama/Dance <b>TO: (No Change)</b>	45,085	45,085	<b>1,500 Act</b> ST/CU	8/1/2005	T CU	0.00%
Kimball PhD	John	FR: Assistant Professor (Research), Flathead Lake Biological Station <b>TO: Associate Professor (Research), Flathead Lake Biological Station</b>	61,042	63,542		<b>11/1/2005</b> P	NT R FY	4.10%
			90,873	93,373				2.75%

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Last	First							
Larson PhD	Gregory	FR: Communication Studies <b>TO: (No Change)</b>	49,593	49,593	2,368 Act SR/R	7/30/2005	P CU	0.00%
Lurie PhD	Diana	FR: School of Pharmacy and Allied Health Sciences <b>TO: (No Change)</b>	61,726 87,872	61,726 87,872		9/1/2005 CF	T FR: .66 CU <b>TO: .49 CU</b> FR: .34 R <b>TO: .51 R</b>	0.00% 0.00%
Spencer PhD	Dan	FR: Assistant Professor, Liberal Studies (Adjunct) <b>TO: Associate Professor, Liberal Studies (Adjunct)</b>	31,623	37,503		8/24/2005 P	NT CU	18.59%
Waltz PhD	Jennifer	FR: Psychology <b>TO: (No Change)</b>	71,886	71,886		8/24/2005 CF	T FR: .82 CU <b>TO: .72 CU</b>	0.00%
<b>(C3 ) FACULTY; Assistant Professors</b>								
Alix-Garcia PhD	Jennifer	FR: Instructor, Economics <b>TO: Asst Professor, Economics</b>	56,000	64,000		8/24/2005 D	P CU	14.29%
Beebe- Frankenberger PhD	Margaret	FR: Psychology <b>TO: (No Change)</b>	47,093	47,093 81,818	5,000 BB/CU	8/24/2005 New	P .90 CU .10 R	0.00%
Briknarova PhD	Klara	FR: Chemistry <b>TO: (No Change)</b>	48,000	48,000 79,920		11/1/2005 New	P .50 CU .50 R	0.00%
Cardozo-Pelaez PhD	Fernando	FR: Pharmaceutical Sciences <b>TO: (No Change)</b>	49,556	49,556 67,000		9/1/2005 New	P .50 CU .50 R	0.00%
Cummings PhD	Kelli	FR: Psychology <b>TO: (No Change)</b>	48,645	48,645 75,000		9/1/2005 New	P .80 CU .20 R	0.00%
Hart Paulson	Lucy	FR: Division of Educational Research and Service (Research) <b>TO: (No Change)</b>	58,090	60,123		10/1/2005 N	NT .75 R	3.50%

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Last	First							
Kamp PhD	Ulrich	FR: Assistant Professor, Geography <b>TO: (No Change)</b>	49,000	49,000	5,400 Act SR/D	7/26/2005	P CU	0.00%
Klene PhD	Anna	FR: Instructor, Geography <b>TO: Assistant Professor, Geography</b>	40,365	44,000		8/24/2005 D	P CU	9.01%
Levison BS	David	FR: Physical Therapy (Adjunct) <b>TO: (No Change)</b>	53,265	55,265		10/1/2005 M	NT CU	3.75%
O'Brien PhD	Sean	FR: Philosophy (Adjunct) <b>TO: (No Change)</b>	33,712	36,000		8/24/2005 CF	NT FR: .50 CU TO: 1.0 CU	6.79%
Ryan PhD	Kathleen	FR: English <b>TO: (No Change)</b>	52,000	52,000	6,000 Act SR/D	8/1/2005	P CU	0.00%
Williamson MA	James	FR: Mathematical Sciences (Visiting) <b>TO: (No Change)</b>	51,450	53,251		10/1/2005 N	NT R	3.50%
<b>(C4) FACULTY; Instructors</b>								
Gallagher MS	Tom	FR: Computer Technology, Level III <b>TO: Chair, Applied Computing and Electronics, Level III, College of Technology</b>	39,910	39,910	2,500 DC/CU	8/1/2005 SA	P CU	0.00%
Hill BS	Karen	FR: Chair, Applied Arts and Sciences, Level IV <b>TO: (No Change)</b>	48,560	48,560	3,500 DC 2,000 Act ST/CU	5/16/2005	T CU	0.00%
Micheletto MA	Vicki	FR: Chair, Business Technology, Level IV <b>TO: (No Change)</b>	49,097	49,097	3,500 DC 2,000 Act ST/CU	5/16/2005	T CU	0.00%
Rice MA	Steven	FR: Chair, Electronics Technology, Level IV <b>TO: Electronics Technology, Level IV, College of Technology</b>	49,664	49,664	FR: 1,600 DC <b>TO: Remove DC</b>	7/31/2005	T CU	0.00%

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Schlieter MS	Joyce	FR: Mathematical Sciences (Adjunct) TO: (No Change)	29,338	30,365		10/1/2005 N	NT CU	3.50%
<b>(C5) FACULTY; Lecturers</b>								
Taylor JD	James	FR: Lecturer, School of Law (Visiting) TO: (No Change)	55,000	55,000	1,000 Act ST/CU	8/1/2005	NT CU	0.00%
<b>TOTALS AND AVERAGE INCREASE</b>			<b>2,962,395</b>	<b>3,328,409</b>				<b>12.36%</b>
<b>(2) NEW POSITIONS AND REPLACEMENTS</b>								
<b>(C1) FACULTY; Professors</b>								
Barrett PhD	Marty	Computer Science (Visiting)		48,000		8/24/2005 New	NT .50 D .25 CU	
<b>(C2) FACULTY; Associate Professors</b>								
Andrews PhD	David	Physics and Astronomy (Adjunct)		46,575		8/24/2005 New	NT .52 CU	
<b>(C3) FACULTY; Assistant Professors</b>								
Geffen PhD	Joel	Native American Studies (Adjunct)		33,000		8/24/2005 New	NT CU	
George PhD	Kathleen	Biomedical and Pharmaceutical Sciences		45,500		8/24/2005 New	NT R	
Goodman MA	Henrietta	Continuing Education (Adjunct)		30,054		8/29/05 New	NT CU	
Mihalisin PhD	James	Mathematical Sciences (Adjunct)		36,000		8/24/2005 New	NT CU	
Miyashita PhD	Mizuki	Anthropology (Adjunct)		35,500	1,000 AD/CU	8/24/2005 New	NT CU	
Muste PhD	Christopher	Political Science (Visiting)		40,000		8/24/2005 New	NT .50 CU	
Ward PhD	Tony	Biomedical and Pharmaceutical Sciences (Research)		47,000		8/24/2005 New	NT R	

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Wilson PhD	Machelle	Mathematical Sciences (Adjunct)		46,000		8/24/2005 New	NT CU	
Yilmaz PhD	Hale	History (Adjunct)		37,000		8/24/2005 New	NT CU	
<b>(C4) FACULTY; Instructors</b>								
Badery MA	Evelina	Modern and Classical Languages and Literatures		30,054		8/24/2005 New	NT CU	
Boller MA	Michelle	Business Technology, Level II, College of Technology (Adjunct)		30,054		8/29/2005 New	NT .76 CU	
Bradley MA	Sheila	Applied Arts and Sciences, Level II, College of Technology (Adjunct)		30,054		8/24/2005 New	NT .82. CU	
Broach MA	Joseph	Economics (Adjunct)		26,187		8/24/2005 New	NT CU	
Browning PhD	J. Robert	English (Visiting)		40,000		8/24/2005 New	NT CU	
Burleigh-Gilbert BSN	Debra	Health Sciences, Level I, College of Technology (Adjunct)		42,000		8/29/2005 New	NT CU	
Dare ABD	Alexa	Communication Studies (Adunct)		30,000		8/25/2005 New	NT CU	
Davis MS	Heather	Division of Biological Sciences (Adjunct)		36,000		8/24/2005 New	NT CU	
Ellestad ABD	June	Sociology (Adjunct)		33,600		8/29/2005 New	NT .625 CU	
Haddouch MBA	Reda	Management (Adjunct), WEB Coordinator, School of Business		36,000		7/1/2005 New	NT CU	
Hass MA	Marcia	Modern and Classical Languages and Literatures (Adjunct)		30,778		8/24/2005 New	NT .93 CU	
Janjua ABD	M. Yasin	Economics (Adjunct)		35,000		8/25/2005 New	NT CU	
MacKenzie MS	Melissa	Foreign Languages & Literature (Adjunct)		26,187		8/24/2005 New	NT .93 CU	
Ostoyich PhD	Kevin	History (Adjunct)		32,000		8/24/2005 New	NT CU	NT .80 CU
Preston PhD	Ashley	Applied Arts and Sciences, Level II, College of Technology (Adjunct)		30,054		8/24/2005 New		

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Reinholz AAS	Larry	Heavy Equipment Operations, Level I, College of Technology		21,948		8/24/2005 New	NT CU	
Schoen MEd	Christopher	Health and Human Performance (Adjunct)		26,187		8/24/2005 New	NT .57 FTE	
Sloan PhD	Deborah	Applied Arts and Sciences, Level II, College of Technology	49,605	40,000		8/24/2005 Vice (Taylor)	P CU	-19.36%
Sukhiashvili	Maia	Modern and Classical Languages and Literatures (Visiting)		26,187		8/24/2005 New	NT .69 CU	
Takada-Amick MA	Hiroko	Modern and Classical Languages and Literatures (Adjunct)		35,000		8/24/2005 New	NT CU	
<b>(C5) FACULTY; Lecturers</b>								
Cao PhD	Zhen	Senior Lecturer, Modern and Classical Languages and Literatures		40,000		8/24/2005 New	NT .80 CU	
Murray PhD	Kevin	Division of Biological Sciences		41,000		8/24/2005 New	NT CU	
<b>(3) END OF EMPLOYMENT</b>								
<b>ACADEMIC AND NON-ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>								
Newton BS	Bryan	FR: Director, Grizzly Athletic Association, Intercollegiate Athletics				10/1/2005	NT	
<b>(A1) FACULTY; Professors</b>								
Lott EdD	Carolyn	Curriculum and Instruction				6/30/2006	T	
<b>(A3) FACULTY; Assistant Professors</b>								
Patel (Thuesen) PharmD	Amanda	Pharmacy Practice				8/23/2005	P	
<b>(A3) FACULTY; Instructors</b>								
Wangle MS	Jayleen	Applied Arts and Sciences, Level II, College of Technology				5/15/2004	P	
<b>(B) LEAVE OF ABSENCE</b>								



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<b>(B1) FACULTY</b>									
<b>Sobieszcyk PhD</b>	Teresa	Assistant Professor, Sociology				1/23/06-5/12/06	P		
<b>(C) POST RETIREMENT CONTRACTS</b>									
<b>Foor PhD</b>	Thomas	Anthropology		18,166		8/24/2005	NT .33 FTE		
<b>SALARY CHANGE OR ADDITION LEGEND:</b> 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 = Promotion Increase R = Retention / Market Adjustment Increase RR = Responsibilities Reduced SA=Stipend Added 1 = Plus Room and Board 2 = Plus Housing Allowance 3 = Plus Car Allowance			<b>FUNDING SOURCE LEGEND:</b> CU = Current unrestricted R = Restricted A = Auxiliary D = Designated O = Other		<b>TENURE LEGEND:</b> NT = Non-tenurable T = Tenured P = Probationary		<b>STIPEND LEGEND:</b> DC = Dept. Chair/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties		<b>EXTRA COMP LEGEND:</b> 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 O = Other (must specify)