

ITEM 124-1600-R0904; Staff; The University of Montana - Western

September 23-24, 2004

| 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) FACULTY; Professors**

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|-----------------------|------------------|--|--------|--------|-------------|----------|---------|-------|
| Brienza M.A. | Barney P. | Professor, Art | 56,461 | 56,961 | | 1/1/2005 | T CU | 0.89% |
| Bullard Ed.D. | Julie | Professor, Education; Director, Early Childhood Education Center | 47,230 | 47,730 | 8,000 AD | 1/1/2005 | T CU | 1.06% |
| Easter-Pilcher | Andrea | Professor, Biology | 47,230 | 47,730 | | 1/1/2005 | T CU | 1.06% |
| Horst M.F.A. | Randall | Professor, Art | 47,230 | 47,730 | | 1/1/2005 | T CU | 1.06% |
| Kirkley Ph.D. | John S. | Professor, Biological Sciences | 50,850 | 51,350 | | 1/1/2005 | T CU | 0.98% |
| Krank Ph.D. | H. Mark | Professor, Psychology/ Education | 49,407 | 49,907 | | 1/1/2005 | T CU | 1.01% |
| Lundy Ph.D. | Gary J. | Professor, English | 48,423 | 48,923 | | 1/1/2005 | T CU | 1.03% |

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|--|-----------------------|--|--------|--------|--|----------|---------|-------|
| Mastandrea M.F.A. | Eva | Professor, Art | 47,230 | 47,730 | | 1/1/2005 | T CU | 1.06% |
| Mock Ph.D. | R. Stephen | Professor, Chemistry | 50,671 | 51,171 | | 1/1/2005 | T CU | 0.99% |
| O'Connor Ph.D. | William C. | Professor, Social Science | 59,110 | 59,610 | | 1/1/2005 | T CU | 0.85% |
| Reiten Ph.D. | Linda L. | Professor, Special Education | 47,230 | 47,730 | | 1/1/2005 | T CU | 1.06% |
| Roberts Ph.d. | Sheila | Professor, Geology | 47,230 | 47,730 | | 1/1/2005 | T CU | 1.06% |
| Sethi Ph.D. | Amarjit W. | Professor, Business | 51,463 | 51,963 | | 1/1/2005 | T CU | 0.97% |
| Thomas Ph.D. | Robert C. | Professor, Geology | 47,230 | 47,730 | | 1/1/2005 | T CU | 1.06% |
| Ulrich Ph.D. | Judy A. | Professor, Education/English | 50,820 | 51,320 | | 1/1/2005 | T CU | 0.98% |
| Weltzien Ph.D. | O. Alan | Professor, English | 54,255 | 54,755 | | 1/1/2005 | T CU | 0.92% |
| Zaspel Ph.D. | Craig | Professor, Physics | 52,887 | 53,387 | | 1/1/2005 | T CU | 0.95% |
| (B) FACULTY; Associate Professors | | | | | | | | |
| Basile M.B.A. | Shauna | Associate Professor, Business | 44,000 | 44,500 | | 1/1/2005 | P CU | 1.14% |
| Connor Ed.D. | William P. | Associate Professor, Health & Human Performance | 42,252 | 42,752 | | 1/1/2005 | P CU | 1.18% |
| Francis Ph.D. | Diana | Associate Professor, English | 40,252 | 40,752 | | 1/1/2005 | P CU | 1.24% |

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|--|------------------------|--|--------|--------|-------|----------|----------------------|-------|
| Francisconi Ph.D. | Michael J. | Associate Professor, Anthropology/Sociology | 42,135 | 42,635 | | 1/1/2005 | T CU | 1.19% |
| Frey Ed.D. | Gary S. | Associate Professor, Industrial Technology | 46,252 | 46,752 | | 1/1/2005 | P CU | 1.08% |
| Funasaki Ph.D. | Eric T. | Associate Professor, Mathematics | 40,252 | 40,752 | | 1/1/2005 | P CU | 1.24% |
| Gilliard Ph.D. | Jennifer L. | Associate Professor, Education | 42,543 | 43,043 | | 1/1/2005 | P CU | 1.18% |
| Hajduk Ph.D. | John C. | Associate Professor, History | 42,011 | 42,511 | | 1/1/2005 | T CU | 1.19% |
| Janus Ph.D. | Boleslaw | Associate Professor, History | 42,905 | 43,405 | | 1/1/2005 | T CU | 1.17% |
| Luo Ed.D. | NiLi | Associate Professor, Education | 44,300 | 44,800 | | 1/1/2005 | P CU | 1.13% |
| Moore Ph.D. | Rita A. | Associate Professor, Education | 46,252 | 46,752 | | 1/1/2005 | P .75 CU .25 R | 1.08% |
| Xanthopoulos Ph.D. | John A. | Associate Professor, Education | 42,543 | 43,043 | 3,000 | 1/1/2005 | P CU | 1.18% |
| (C) FACULTY; Assistant Professors | | | | | | | | |
| Bailey M.R.E. | John W. | Assistant Professor, Tourism/Recreation | 43,418 | 43,918 | | 1/1/2005 | P CU | 1.15% |

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|---|-----------------------|---|------------------|------------------|-------------|---------------|------------|---------------|
| Bonnin Ph.D. | Jeri W. | Assistant Professor, Music | 41,472 | 41,972 | | 1/1/2005 | P CU | 1.21% |
| Dyreson Ph.D. | Eric G. | Assistant Professor, Mathematics | 36,000 | 36,500 | | 1/1/2005 | P CU | 1.39% |
| Kendall M.S. | David L. | Assistant Professor, Health & Humam Performance; Head Athletic Director | 41,474 | 41,974 | 5,505 AD | 1/1/2005 | T CU | 1.21% |
| Knopik M.S. | Margaret a | Assistant Professor, Business (replaced Glenda Elser) | 42,196 | 38,000 | | 8/1/2004 | P CU | -9.94% |
| Morrow Ph.D. | Michael W. | Assistant Professor, Biology | | 41,274 | 2,400 AT | 8/1/2004 | P .75 R | .25 CU |
| Norris-Tull Ph.D. | Delena | Assistant Professor, Education (replaced Ronnie Monroe) | 42,050 | 40,000 | | 8/1/2004 | P CU | -4.88% |
| Nurhaidarov Ph.D. | Ernek S. | Assistant Professor, Mathematics (replaced Otis Thompson) | 57,275 | 38,000 | | 8/1/2004 | P CU | -33.65% |
| Sheriff M.S. | Bonnie J. | Assistant Professor, Health & Human Performance | 42,926 | 43,426 | | 1/1/2005 | T CU | 1.16% |
| (D) FACULTY; Instructors | | | | | | | | |
| Rogstad M.S. | Mark R. | Instructor, Industrial Technology | 32,893 | 33,393 | | 1/1/2005 | P CU | 1.52% |
| SUBTOTAL | | | 1,750,358 | 1,783,611 | | | | -0.26% |
| STAFF & SALARIES FOR JULY 1, 2004 THROUGH JUNE 30, 2005 (Fiscal Year appointments unless otherwise specified.) | | | | | | | | |
| (E) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS | | | | | | | | |
| Alley M.S.E. | Deena L. | Director, Field Experience; Instructor, Education | 43,919 | 46,500 | | 9/1/2004 R | NT CU | 5.88% |
| Heckard M.L.S. | Melissa | Assistant Librarian; Assistant Professor, Library Science | 39,140 | 39,640 | | 1/1/2005 | NT CU | 1.28% |

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| Kendall B.S. | Elaine C. | Manager, Swimming Pool; Instructor, Health & Human Performance | 30,000 | 30,500 | | 1/1/2005 | NT .75 .25 CU | 1.67% |
| Ripley M.S. | Anneliese A. | Dean of Outreach & Research; University Associate Dean | 56,049 | 56,549 | | 1/1/2005 | NT .80 FTE .50 CU .30 D | 0.89% |
| Schulz M.L.S. | Michael | Librarian; Associate Professor, Library Science; University Associate Dean | 54,999 | 55,499 | | 1/1/2005 | NT CU | 0.91% |
| Ulrich Ph.D. | Karl E. | Provost & Vice Chancellor for Academic Affairs; Dean of ED, BUS & TECH; University Associate Provost; Professor, Biological Sciences | 88,000 | 88,000 | | | T CU | 0.00% |
| SUBTOTAL | | | 312,107 | 316,688 | | | | 1.77% |
| (F) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS | | | | | | | | |
| Anderson M.S. | Otis M. | Instructional Technologist; Instructor of Instructional Technology | 40,000 | 40,500 | | 1/1/2005 | NT CU | 1.25% |
| Barnhart Ph.D. | Joseph K. | Assistant Director, Information & Telecommunication Services; Professor, Technology Ed/Computer Science | 55,833 | 56,333 | | 1/1/2005 | NT .62 CU .38 D | 0.90% |
| Briggs B.A. | Susan D. | Vice Chancellor for Administration & Finance; University Associate Vice President | 75,073 | 75,573 | | 1/1/2005 | NT CU | 0.67% |
| Dale C.P.A. | Virginia | Director, Business Services | 48,000 | 48,500 | | 1/1/2005 | NT CU | 1.04% |

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|----------------------------|-----------------------|--|-------------------------------|---------|------------------------|----------|--------------------------------------|--------------------------|
| Durham M.Ed. | Mark S. | Men's Head Basketball Coach; Instructor Health & Human Performance | 37,583 | 38,083 | 3,500 JV 2,000 Golf | 1/1/2005 | NT CU AY | 1.33% |
| Efta B.S. | James | Director, Information & Telecommunication Services; University Associate Director | 64,515 | 65,015 | | 1/1/2005 | NT CU | 0.78% |
| Else M.S. | Iola V. | Rodeo Coach; Instructor, Education | 51,327 | 51,827 | | 1/1/2005 | NT CU AY | 0.97% |
| Engellant M.Ed. | Kevin | Women's Head Basketball Coach; Director, Microcomputer Center; Instructor, Computer Science | 37,583 | 38,083 | 3,500 JV 9,600 AT | 1/1/2005 | NT CU AY | 1.33% |
| Feldt B.S. | Wally | Director, Publications & Media Relations/Sports Information | 34,819 | 35,319 | | 1/1/2005 | NT .50 CU .50 D | 1.44% |
| Ferris B.S. | Richard T. | Assistant Football Coach | 19,770 | 20,270 | | 1/1/2005 | CU AY | 2.53% |
| Karch B.S. | Jason J. | Registrar; Director, Institutional Research | 53,451 | 53,951 | | 1/1/2005 | NT CU | 0.94% |
| Lee M.Ed. | Thomas F. | Head Football Coach | 62,400 | 62,900 | | 1/1/2005 | NT CU | 0.80% |
| Murray Ph.D. | Eric W. | Dean of Students; Assistant Professor, Psychology; Disabilities Services Director | 45,206 | 45,706 | 3000 AD | 1/1/2005 | NT 1.0 A Stipend CU | 1.11% |
| Peterson M.S. | Jenny J. | Wellness Director; Head Women's Volleyball Coach; Instructor, Health & Human Performance | 38,040 | 38,540 | | 1/1/2005 | NT .58 CU .12 A .30 D AY | 1.31% |
| Rouse B.S. | Donna J. | Executive Assistant to Chancellor & Provost | 40,000 | 40,500 | | 1/1/2005 | NT CU | 1.25% |
| Storey Ph.D. | Richard D. | Chancellor (replaced Karl Ulrich) | 113,100 120,000 | 120,000 | | 1/1/2005 | NT CU | 6.1% 0.00% |
| Weltzien M.S. | Lynn M. | Counselor | 35,870 | 36,370 | | 1/1/2005 | NT .75 A .25 R AY | 1.39% |

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| Williams M.A. | Alrene S. | Dean of Enrollment Management | 53,846 | 54,346 | | 1/1/2005 | NT CU | 0.93% |
| Yahraes M.S. | Thomas R. | Vice Chancellor for Institutional Advancement; University Associate Vice President; Student Affairs | 75,073 | 75,573 | | 1/1/2005 | NT .36 CU .35 D .29 R | 0.67% |
| Yeager B.S. | Patricia | Associate Athletic Director | 33,000 | 33,500 | | 1/1/2005 | NT .16 CU .54 A .17 D .13 R | 1.52% |
| SUBTOTAL | | | 901,389 | 1,030,889 | | | | 1.17% |
| GRAND TOTAL | | | 2,963,854 | 3,131,188 | | | | 2.68% |

(2) NEW POSITIONS AND REPLACEMENTS

(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

| | | | | | | | | |
|--------------|------------|---|--------|--------|--|-----------|----------|-------|
| Olson | Amy | Admissions Representative (replaced Kim Youngquist) | 19,980 | 19,980 | | 1/19/2004 | CU FY | 0.00% |
|--------------|------------|---|--------|--------|--|-----------|----------|-------|

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| <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 = 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</p> | <p>FUNDING SOURCE LEGEND: CU = Current unrestricted R = Restricted A = Auxiliary D = Designated O = Other</p> | <p>TENURE LEGEND: NT = Non-tenurable T = Tenured P = Probationary</p> | <p>STIPEND LEGEND: DC = Dept. Chair/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties</p> | <p>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 O = Other (must specify)</p> |
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*** NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum.**