

ITEM 122-1000-R0104 Staff; The University of Montana - Missoula

Name		Current/Former Position Title	Replaces (salary)	Current 2002-03 Base Salary	2002-03 Stipend or Extra Comp.*	Tenure	FTE & Funding Source	New Position Title (if changed)	New 2002-03 Base Salary	Effective Date	2002-03 Stipend or Extra Comp.*	Tenure	FTE & Funding Source	% Change in Base Over 2002-03	Comments
Last	First														

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

(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Snyder PhD	Conrad	Interim Director, Mansfield Center, Assistant Vice President for Research for International Projects, Professor, Educational Leadership and Counseling		106,557		T	.20 D .80 R AY	Assistant Vice President for Research for International Projects, Professor, Educational Leadership and Counseling	no change	10/1/2003		T	1.0 R AY		
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(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Morrison MA	Mary	Deaf/Hearing Specialist, Disability Services for Students		39,583		NT	1.0 CU FY		no change	9/2/2003	*3,500	NT	1.0 CU *CU FY		*AT
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(c) FACULTY

Professors:

Campbell PhD	Gregory	Chair, Anthropology		56,696	2,667 DC	T	1.0 CU		no change	8/27/2003	3,108 DC	T	1.0 CU		
Greene PhD	Jeffrey	Political Science		55,198		T	1.0 CU		no change	9/2/2003	*3,000	T	1.0 CU *D		*AT
Jacobs PhD	James	Chair, Physics and Astronomy		57,474	2,667 DC	T	1.0 CU		no change	10/1/2003	3,108 DC	T	1.0 CU		
McKenna PhD	Marian	Curriculum and Instruction		58,078		T	1.0 CU		no change	9/20/2003	*2,500	T	1.0 CU *CU		*AT
Milodragovich MA	Christine	Co-Chair, Drama/Dance		65,829	1,554 CC	T	1.0 CU	Drama/Dance	no change	8/27/2003		T	1.0 CU		
Pletscher PhD	Daniel	College of Forestry and Conservation		80,729		T	1.0 CU	Chair, College of Forestry and Conservation	no change	8/27/2003	3,108 DC	T	1.0 CU		
Power PhD	Thomas	Chair, Economics		78,144	3,108 DC	T	1.0 CU		no change	10/1/2003	*16,448	T	1.0 CU *R		*PM
Robson PhD	Donald	Educational Leadership and Counseling		80,328		T	1.0 CU		no change	11/3/2003	*8,878	T	1.0 CU *R		*PM
Tompkins PhD	Jonathan	Chair, Political Science		57,956	3,108 DC	T	1.0 CU		no change	9/2/2003	*7,000	T	1.0 CU *D		*AT

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Zuuring PhD	Hans	College of Forestry and Conservation		87,629		T	.70 CU .30 D FY	Chair, College of Forestry and Conservation	no change	8/27/2003	3,108 DC	T	.70 CU .30 D FY		
Associate Professors:															
Earling MFA	Debra	English/Native American Studies		50,169		P	1.0 CU		60,169	12/1/2003		P	1.0 CU	19.93%	R
Erickson PhD	David	Curriculum and Instruction		49,389 CU 81,888 R		T	.90 CU .10 R		no change	9/20/2003	*2,500	T	.90 CU .10 R *CU		*AT
Freimund PhD	Wayne	Director, Wilderness Institute, College of Forestry and Conservation		61,451		T	.08 CU .92 R	Director, Wilderness Institute, Chair, College of Forestry and Conservation	no change	8/27/2003	3,108 DC	T	.18 CU .82 R		
Garfinkle PhD	Ann	Curriculum and Instruction		46,000		P	1.0 CU		no change	9/2/2003	*6,500	P	1.0 CU *D		*AT
Kruszel PhD	Carolyn	Mathematical Sciences		53,864 CU 72,293 R		T	.89 CU .11 R		no change	8/27/2003		T	.67 CU .33 R		
Morton PhD	Donald	Computer Science		53,245		T	1.0 CU		no change	9/16/2003	*3,000	T	1.0 CU *D		*AT
Stolle EdD	Darrell	Curriculum and Instruction		47,000 CU 86,000 R		P	.80 CU .20 R		no change	9/2/2003	*7,500	P	.80 CU .20 R *CU		*AT
Swibold MS	Dennis	School of Journalism		45,216		T	1.0 CU		52,216	12/1/2003		T	1.0 CU	15.48%	R
Assistant Professors:															
Farrier EdD	Merle	Educational Leadership and Counseling		48,731		P	1.0 CU		no change	9/19/2003	*6,000	P	1.0 CU *CU		*AT
Graham MA	G. Keith	School of Journalism		46,468		P	1.0 CU		51,468	12/1/2003		P	1.0 CU	10.76%	R
Shay PhD	Jeff	Marketing and Management		76,462		P	1.0 CU		no change	9/1/2003	*1,260	NT	1.0 CU *A		*AT
Spruell PhD	Paul	Division of Biological Sciences (Adjunct/Research)		39,028		NT	1.0 R FY		no change	9/1/2003	*4,000	NT	1.0 R *CU FY		*AT
Williams EdD	Sandra	Curriculum and Instruction		42,436		P	1.0 CU		no change	9/1/2003	*8,264	P	1.0 CU *R		*PM
Instructors:															
Harper-Whalen ME	Susan	Co-Project Director, Rural Institute/ Curriculum and Instruction (Research)		51,500		NT	1.0 R FY		no change	9/1/2003	*12,000	NT	1.0 R *D FY		*PM

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(2) NEW POSITIONS AND REPLACEMENTS:

(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Koester MA	Otto		new					Interim Coordinator of Grant Writing, Academic Affairs	50,000	10/1/2003		NT	.50 CU FY		
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(c) FACULTY

Assistant Professors:

Harris PhD	Kari Jo		new					Psychology (Research)	72,317	9/15/2003		NT	1.0 R FY		
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Instructors:

Henderson PhD	Colin		Shields (29,427)					Applied Arts and Sciences, College of Technology, Level II	38,000	8/27/2003		P	1.0 CU	29.13% MC	
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Lytle	Timothy		Dominicak (30,912)					Heavy Equipment Operations, College of Technology, Level I	32,000	8/27/2003		P	1.0 CU	3.52%	
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(d) POST RETIREES

Steele PhD	Thomas							Professor Emeritus, Marketing and Management	99,454	1/26/2004		NT	.33 CU		
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(3) END OF EMPLOYMENT

(a) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS AND DEATHS:

ACADEMIC AND NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Duerksen MSW	Elizabeth	Head Women's Soccer Coach, Intercollegiate Athletics								12/31/2003					
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FACULTY

Associate Professors:

Bartels PharmD	Cathy	Pharmacy Practice								12/19/2003					
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Last	First														
Stratton	Timothy	Chair, Pharmacy Practice								12/31/2003					
FOR INFORMATIONAL PURPOSES ONLY 2003-2004 COLLEGE OF TECHNOLOGY FACULTY ROSTER: Faculty salaries, rank and tenure reflect 2002-2003 status with approved applicable market adjustment increases, merit, promotion, and tenure changes in accordance with the Vocational Technical Educators of Montana collective bargaining agreement. Academic year appointments unless otherwise specified. All increases are calculated at 0% unless otherwise stated.)															
Atkin	Steven	Library Sciences, Level IV		50,591		T	1.0 CU FY		50,591			T	1.0 CU FY		
Campbell	Thomas	Culinary Arts, Level I		45,000		P	1.0 CU FY		45,000			P	1.0 CU FY		
Catlin	Robert	Industrial Technology, Level II		36,680		T	1.0 CU		36,680			T	1.0 CU		
Corr	Cathleen	Applied Arts and Sciences, Level III		41,594		P	1.0 CU		41,594			P	1.0 CU		
Crepeau	Josef	Applied Arts and Sciences, Level III		41,354		T	1.0 CU		41,354			T	1.0 CU		
Delaney	Anne	Health Professions, Level II		42,000		NT	1.0 CU FY		42,000	7/1/2003	*6,000	NT	1.0 CU *CU FY		*PM
Elam	Jacqueline	Business Technology, Level I		32,158		NT	1.0 CU		32,158			NT	1.0 CU		
Fillmore	Debbie	Health Professions, Level II		36,662		T	1.0 CU	Health Professions, Level III	40,882	11/1/2003		T	1.0 CU	11.51% P	
Galipeau	Cheryl	Business Technology, Level III		40,696		P	1.0 CU		40,696			P	1.0 CU		
Gallagher	Tom	Computer Technology, Level III		39,410		P	1.0 CU		39,410			P	1.0 CU		
Gleason	William	Welding, Level II		36,734		P	1.0 CU	Welding, Level III	40,954	11/1/2003		P	1.0 CU	11.49% P	
Headlee	James	Industrial Technology, Level IV		48,772		T	1.0 CU		48,772			T	1.0 CU		
Hill	Karen	Chair, Applied Arts and Sciences, Level III		43,560	3,500 DC	T	1.0 CU		45,560	11/1/2003	3,500 DC	T	1.0 CU	4.59% M	
Hinricher	Carol	Business Technology, Level IV		49,962		T	1.0 CU		49,962			T	1.0 CU		
Jakes	Penny	Business Technology, Level IV		49,211		T	1.0 CU		49,211			T	1.0 CU		
Larson	Brian	Business Technology, Level I		32,804		T	1.0 CU		32,804			T	1.0 CU		

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Lizotte MA	James	Chair, Industrial Technology, Level IV		54,721	2,500 DC 1,600 BB	T	1.0 CU		54,721		2,500 DC 1,600 BB	T	1.0 CU		
Lodahl BA	Ross	Culinary Arts, Level II		38,325		T	1.0 CU		38,325			T	1.0 CU		
Michelleto MA	Vicki	Chair, Business Technology, Level IV		48,567	3,500 DC	T	1.0 CU		48,567		3,500 DC	T	1.0 CU		
Miller BS	Carrie	Surgical Technology, Level I		32,083		P	1.0 CU		32,083	9/1/2003	*2,264	P	1.0 CU *CU		*AT
Moore MA	Eddie	Applied Arts and Sciences, Level IV		49,169		T	1.0 CU		49,169			T	1.0 CU		
Neaves BS	Candice	Practical Nursing, Level I		32,083		NT	.50 CU		32,083			NT	.50 CU		
Nielsen BS	Mary	Health Professions, Level II		36,841		P	1.0 CU		36,841			P	1.0 CU		
Olson MEd	Susan	Business Technology, Level III		42,213		T	1.0 CU		42,213			T	1.0 CU		
Olson MBA	Timothy	Business Technology, Level III		40,954		P	1.0 CU		40,954			P	1.0 CU		
Reiser BA	Kimberly	Applied Arts and Sciences, Level II		32,723		NT	.60 CU		32,723			NT	.60 CU		
Rice MA	Steven	Chair, Electronics Technology, Level IV		47,164	1,600 DC	T	1.0 CU		47,164		1,600 DC	T	1.0 CU		
Robinson BA	Niki	Business Technology, Level III		40,535		T	1.0 CU		40,535			T	1.0 CU		
Sare-Conn BS	Michele	Practical Nursing, Level I		32,083		P	1.0 CU		32,083			P	1.0 CU		
Scott BA	Carl	Industrial Technology, Level II		45,201		T	1.0 CU		45,201			T	1.0 CU		
Shook MA	Robert	Industrial Technology, Level IV		49,600		T	1.0 CU		51,600	11/1/2003		T	1.0 CU	4.03% M	
Stanton JD	Thomas	Business Technology, Level II		42,000		NT	1.0 CU		42,000			P	1.0 CU		
Stiff BS	Steven	Electronics Technology, Level II		38,000		P	1.0 CU		38,000			P	1.0 CU		

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Swallow MA	Lisa	Business Technology, Level III		42,212		T	1.0 CU		44,212	11/1/2003 8/27/2003	*3,273	T	1.0 CU *CU	4.74% M	*AT
Tabish BA	Rhonda	Business Technology, Level II		39,119		T	1.0 CU		39,119			T	1.0 CU		
Vehslage AS	Jackie	Respiratory Care, Level I		30,912		P	1.0 CU		30,912			P	1.0 CU		
Wafstet MA	Margaret	Health Professions, Level IV		48,054		T	1.0 CU		48,054			T	1.0 CU		
Wafstet MA	Robert	Health Professions, Level IV		49,433		T	1.0 CU		51,433	11/1/2003		T	1.0 CU	4.05% M	
Walker MA	John	Industrial Technology, Level IV		46,511		T	1.0 CU		46,511			T	1.0 CU		
Wangle MS	Jayleen	Applied Arts and Sciences, Level II							32,723			P	1.0 CU		
Wrobel PhD	Lisa	Applied Arts and Sciences, Level II							42,000			P	1.0 CU		

SALARY CHANGE OR ADDITION LEGEND:
D = Completion of Degree
E = Equity Adjustment Increase
I = Inversion Increase Included
L = Professional Licensure Award
M = Merit Increase
P = Promotion / Increase
R = Retention / Market Adjustment Increase
1 = Plus Room and Board
2 = Plus Housing 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
CC = Co-Chair
BB = In lieu of Base Building

*EXTRA COMP LEGEND:
est = Estimated
act = Actual
*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)

HIGHER REPLACEMENT \$ LEGEND:
MC = Market Considerations
IR = Increased Responsibilities

* NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum,