

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**

<b>Aguirre BS</b>	Stacy	FR: Director of Career Services <b>TO: Director of Career Services &amp; Engineering Career Counselor</b>	47,778	47,778	<b>5,000 AD</b>	10/1/04	NT CU	0.00%
<b>Aguirre BS</b>	Stacy	Director of Career Services & Engineering Career Counselor	47,778	48,278	5,000 AD	1/1/2005	NT CU	1.05%
<b>Barnett MEd</b>	Lee	Counselor/Career Development Coordinator	36,764	37,264	<b>4,992 AT/CU</b>	1/1/05 <b>825-12/15/04</b>	NT CU	1.36%
<b>O'Neill MEd</b>	A. Joyce	Counselor	18,000	18,250	<b>1,664 AT/CU</b>	1/1/2005 <b>8/25-12/15/04</b>	NT CU .50	1.39%
<b>Sutley BA</b>	Eletha	Co-Director, Learning Resource Center	32,701	33,116	<b>3,328 AT/CU</b>	1/1/05 <b>8/25-12/15/04</b>	NT CU .83	1.27%
<b>Van Nuland MEd</b>	Chris	Director of Student Union and Student Activities	35,000	35,500	<b>2,500 PM/D</b>	1/1/05 <b>8/25/04-5/13/05</b>	NT CU	1.43%

**(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS**

<b>Kinikin MA</b>	JaNae	Reference Librarian; Assistant Professor	36,000	36,500		1/1/2005	P CU	1.39%
-----------------------	-------	---	--------	--------	--	----------	---------	-------

**(B ) FACULTY; Professors**

<b>Appleman PhD</b>	Richard	Environmental Engineering	67,527	70,059		1/1/2005 E	T CU	3.75%
-------------------------	---------	---------------------------	--------	--------	--	------------	---------	-------

## ITEM 125-1500-R1104; Staff; Montana Tech of The University of Montana

November 18-19, 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							
<b>Coe PhD</b>	Douglas	Dean, College of Mathematics & Sciences; Dept Head, Chemistry	60,444	62,943	3,000 DC	1/1/2005 E	T CU	4.13%
<b>Drew PhD</b>	Douglas	Chemistry & Geochemistry	59,241	62,022	<b>12,000 PM/R</b>	1/1/2005 E <b>6/1-7/25/04</b>	T CU	4.69%
<b>Friel PhD PE</b>	Leroy	General Engineering	72,700	76,144	<b>1,300 SR/R</b>	1/1/2005 E <b>6/19-7/28/04</b>	T CU	4.74%
<b>Ganesan PhD</b>	Kumar	Dept Head, Environmental Engineering	67,864	70,206	2,500 DC <b>3,000 AT/C</b>	1/1/2005 E <b>8/25-12/15/04</b>	T CU	3.45%
<b>Huang PhD</b>	Hsin- Hsiung	Metallurgical & Materials Engineering	66,244	68,686	<b>3,000 AR/R</b>	1/1/2005 E <b>8/31/04</b>	T CU	3.69%
<b>Jacobson PhD</b>	Larry	Liberal Studies	51,400	53,975		1/1/2005 E	T CU	5.01%
<b>James PhD</b>	Rodney	Environmental Engineering	74,628	77,326		1/1/2005 E	T CU	3.62%
<b>Knudsen PhD</b>	H. Peter	Dean, School of Mines & Engineering; Dept Head, Mining Engineering; Pegasus Professorship	80,529	81,086	3,000 DC <b>1,114 SR/R 4,176 AT/CU 4,176 AR/CU 1,664 AT/CU</b>	1/1/2005 <b>7/1-7/28/04</b>  <b>6/1-6/15/05</b>  <b>7/1-7/15/04</b>  <b>8/25-12/15/04</b>	T CU O	0.69%
<b>Schahczenski PhD</b>	Celia	Dept Head, Computer Science	61,987	62,487	2,500 DC <b>50 AT/D</b>	1/1/2005 <b>7/19/04</b>	T CU	0.81%

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>Spath PhD</b>	William	Program Manager, HPER; Safety Health & Industrial Hygiene	53,204	53,704	1,000 AD <b>2,500 PM/CU 4,160 AT/CU</b>	1/1/2005 <b>7/1-7/31/04</b>  <b>8/25-12/15/04</b>	T CU	0.94%
<b>Twidwell DSc</b>	Larry	Metallurgical & Materials Engineering; Anaconda Professorship	78,745	82,216	<b>2,019 SR/R 500 ST/D</b>	1/1/2005 E <b>8/2-6/04</b> <b>8/23/04</b>	T CU O	4.41%
<b>Waring MA</b>	George	Liberal Studies	55,552	57,825		1/1/2005 E	T CU	4.09%
<b>Young PhD</b>	Courtney	Dept Head, Metallurgical & Material Engineering; ASARCO Professorship	60,786	61,286	2,500 DC <b>500 ST/D</b>	1/1/2005 <b>8/23/04</b>	T CU O	0.82%
<b>Associate Professors:</b>								
<b>Abbott MBA</b>	Douglas	Dean, College of HSS & Business & Information Technology; Dept Head, BIT	54,321	54,878	3,000 DC <b>2,496 AT</b>	1/1/2005 <b>8/25-12/15/04</b>	T CU	1.03%
<b>Evans MS</b>	John	Dept Head, Petroleum Engineering	64,416	64,916	2,500 DC <b>4,992 AT/CU</b>	1/1/2005 <b>8/25-12/15/04</b>	P CU	0.78%
<b>Kuenzi PhD</b>	Amy	Biological Sciences	46,500	47,000	<b>8,418 SR/R</b>	1/1/2005 <b>7/1-8/15/04</b>	P CU .50	1.08%
<b>Mannix MS</b>	Gary	Computer Science	47,778	48,278	<b>2,496 AT/CU</b>	1/1/05 <b>8/25/04-12/15/04</b>	T CU	1.05%
<b>Toivonen MS</b>	Virginia	Mathematical Sciences Co-Director, TLC	52,747	53,303	<b>4,160 AT/CU</b>	1/1/2005 <b>8/25-12/15/04</b>	T CU	1.05%
<b>Assistant Professors:</b>								

## ITEM 125-1500-R1104; Staff; Montana Tech of The University of Montana

November 18-19, 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							
<b>Bardsley MS CIH</b>	Sally	Safety, Health & Industrial Hygiene	42,785	43,285	<b>3,000 ST/CU 1,664 AT/CU</b>	1/1/2005 <b>5/17-7/31/04</b>  <b>8/25-12/15/04</b>	P CU	1.17%
<b>Conrad PhD</b>	Paul	Mining Engineering	55,000	55,500	<b>2,500 SR/R 846 SR/R</b>	1/1/2005 <b>6/26-8/15/04</b> <b>7/1-7/20-04</b>	P CU	0.91%
<b>Glassy PhD</b>	Louis	Computer Science	48,000	51,000		9/13/04 <b>D</b>	P CU	6.25%
<b>Glassy PhD</b>	Louis	Computer Science	51,000	51,500		1/1/2005	P CU	0.98%
<b>Madigan PhD</b>	R. Bruce	General Engineering	48,000	48,500	<b>5,000 AR/R</b>	1/1/2005 <b>8/1/04-1/18/05</b>	P CU	1.04%
<b>Metesh MS</b>	Edward	Dept. Head, IT&D	49,800	50,300	<b>2500 2,496 AT/CU</b>	1/1/2005 <b>8/25-12/15/04</b>	T CU	1.00%
<b>Patton MS</b>	Philip	Mining Engineering	51,469	51,969	<b>2,500 AR/R</b>	1/1/2005 <b>5/17-8/15/04</b>	P CU	0.97%
<b>Young MSN</b>	Miriam	Health Sciences	39,196	39,696	<b>100 AT/D</b>	1/1/2005 <b>8/4/04</b>	P CU	1.28%
<b>Instructors:</b>								
<b>Gentile MS</b>	Andrew	Instructor; Lab Director, General Engineering	40,454	40,557	<b>2,156 SR/CU</b>	1/1/2005 <b>8/2-8/13/04</b>	NT CU	0.25%
<b>Luft MS</b>	Stephen	Level II; Dept. Head, Trades & Technical-COT	35,964	36,464	<b>2,500 DC 1,000 SA 2,500 AD/CU</b>	1/1/2005 <b>8/4/04-6/30/05</b>	T CU	1.39%
<b>McDonough MS</b>	Alice	Level IV, Business Program- COT	47,944	48,444	<b>5,992 AT/CU</b>	1/1/2005 <b>8/25-12/15/04</b>	T CU	1.04%

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							
Noel BS	Dennis	Level II, Metals Fabrication Program-COT	35,537	36,037	2,496 AT/CU	1/1/2005 8/25-12/15/04	P CU	1.41%
Peterson BSN RNC	Lynne	Health Sciences	38,330	38,830	100 AT/D	1/1/2005 8/4/04	P CU	1.30%
Petriz MS	Vicki	Level II, Business Program- COT	36,423	36,923	1,000 SA 1,664 AT/CU	1/1/2005 8/25-12/15/04	T CU	1.37%
Reick MS	Kathleen	COT Learning Center Director	35,336	35,836	2,500 AD 1,000 D 2,496 AT/CU	1/1/2005 8/25-12/15/04	P CU	1.41%
<b>TOTALS AND AVERAGE INCREASE</b>			<b>2,085,872</b>	<b>2,129,867</b>				<b>2.11%</b>
<b>(2) NEW POSITIONS &amp; REPLACEMENTS</b>								
<b>(A) FACULTY</b>								
Hoffman MS	Todd	Assistant Professor Petroleum Engineering	Huffman 55,000	55,000		8/18/2005	P CU O	0.00%
<b>(3) END OF EMPLOYMENT</b>								
<b>(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS &amp; DEATHS</b>								
<b>FACULTY</b>								
Moon PhD	Thomas	Professor Geophysical Engineering				12/31/2004	T	
<b>(4) CORRECTIONS</b>								
Gentile MS	Andrew	Instructor, Lab Director General Engineering	40,454	40,557		1/1/2005	NT 1.11	0.25%

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							
Huestis BS	William	Adj. Instructor, Director of Metallurgical & Materials Engineering Labs	42,009	42,116		1/1/2005	NT 1.11	0.25%
Johnston MS	Angela	Adj. Instructor, Director of Biological Sciences Labs	30,896	32,474		1/1/2005 E	NT 1.11	5.11%
Larson BS	Jeanne	Adj. Instructor, Director of Environmental Engineering & Natural Sciences Labs	35,460	37,050	100 AT/D 2,496 AT/CU	1/1/2005 E 7/19/04 8/25-12/15/04	NT 1.11	4.48%

**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

**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  
 O = Other (must specify)

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