

September 25-26, 2003

ITEM 120-1600-R0903 Staff; The University of Montana - Western

Name		Current/Former Position Title	Replaces (salary)	Current 2002-03 Base Salary	2002-03 Stipend or Extra Comp.*	Tenure	Funding Source & FTE	New Position Title (if changed)	New 2003-04 Base Salary	Effective Date	2003-04 Stipend or Extra Comp.*	Tenure	Funding Source & FTE	% Change in Base Over 2002-03	Comments
Last	First														

(1) NEW POSITIONS AND REPLACEMENTS

(a) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

Anderson M.S.	Otis M.	Instructional Technologist, Instructor of Instructional Technology	Kvalvik (51,500)			NT	CU R	no change	40,000			NT	CU R		
Dale C.P.A.	Virginia	Director, Business Services	Cearley (52,965)					no change	48,000	6/30/2003		NT	CU		1st year 45,000 after completion to 48,000

(b) FACULTY

Associate Professor:

Luo Ed.D.	NiLi	Associate Professor, Education						no change	44,300	8/1/2003		P	CU		New position
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Assistant Professor:

Powers Ed.D.	Reba	Assistant Professor, Walker Education	(44,543)					no change	38,000	8/1/2003		P	CU		
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Instructor:

Brazill M.T.A.	Larry	Instructor, English (Temporary)	Maddock (50,850)					no change	32,000	8/1/2003		NT	CU		Temporary Position
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FOR INFORMATIONAL PURPOSES ONLY 2003-2004 FACULTY ROSTER: (Faculty salaries, rank and tenure reflect 2002-2003 status with approved applicable market adjustment increases, merit, promotion, inversions, and tenure changes in accordance with the UM-W Faculty Association Collective Bargaining Agreement. Academic year appointments unless otherwise specified.)

FACULTY:

Professors:

Bullard Ed.D.	Julie	Professor, Education Director Early Childhood Education Center		47,230	8,000	T	CU	no change	47,230	8/1/2003	8,000	T	CU		Director of Early Childhood Education Center Stipend
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Last	First														
Professors continued:															
Brienza M.A.	Barney P.	Professor, Art		56,461		T	CU	no change	56,461	8/1/2003		T	CU		
Kirkley Ph.D.	John S.	Professor, Biological Sciences		50,850		T	CU	no change	50,850	8/1/2003		T	CU		On Leave at 2/3rds pay, from 8/1/03 to 12/31/03
Krank Ph.D.	H. Mark	Professor, Psychology/Education		49,407		T	CU	no change	49,407	8/1/2003		T	CU		
Lundy Ph.D.	Gary J.	Professor, English		48,423		T	CU	no change	48,423	8/1/2003		T	CU		
Mastandrea M.F.A.	Eva	Professor, Art		47,230		T	CU	no change	47,230	8/1/2003		T	CU		
Mock Ph.D.	R. Stephen	Professor, Chemistry		50,671		T	CU	no change	50,671	8/1/2003		T	CU		
O'Connor Ph.D.	William C.	Professor, Social Science		59,110		T	CU	no change	59,110	8/1/2003		T	CU		
Reiten Ph.D.	Linda L.	Professor, Special Education		47,230		P	CU	no change	47,230	8/1/2003		P	CU		
Roberts Ph.D.	Sheila	Associate Professor, Geology		42,456		T	CU	Professor, Geology	47,230	8/1/2003		T	CU	11.2%	Promotion
Sethi Ph.D.	Amarjit W.	Professor, Business		51,463		P	CU	no change	51,463	8/1/2003		T	CU		Tenured
Thomas Ph.D.	Robert C.	Professor, Geology		47,230		T	CU	no change	47,230	8/1/2003		T	CU		
Thompson Ed.D.	E. Otis	Professor, Mathematics/Education		57,275		T	CU	no change	57,275	8/1/2003		T	CU		
Ulrich Ph.D.	Judy A.	Professor, Education/English		50,820		T	CU	no change	50,820	8/1/2003		T	CU		
Weltzien Ph.D.	O. Alan	Professor, English		54,255		T	CU	no change	54,255	8/1/2003		T	CU		
Zaspel Ph.D.	Craig	Professor, Physics		52,887		T	CU	no change	52,887	8/1/2003		T	CU		

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Last	First														
Associate Professors:															
Connor Ed.D.	William P.	Associate Professor, Health & Human Performance		42,252		P	CU	no change	42,252	8/1/2003		P	CU		
Easter-Pilcher Ph.D.	Andrea	Associate Professor, Biology		42,135		T	CU	no change	42,135	8/1/2003		T	CU		
Francis Ph.D.	Diana	Assistant Professor, English		37,155		P	CU	Associate Professor, English	40,252	8/1/2003		P	CU	8.3%	Promotion
Francisconi Ph.D.	Michael J.	Associate Professor, Anthropology		42,135		T	CU	no change	42,135	8/1/2003		T	CU		
Frey Ed.D.	Gary S.	Associate Professor, Industrial Technology		46,252		P	CU	no change	46,252	8/1/2003		P	CU		
Funasaki Ph.D.	Eric T.	Assistant Professor, Mathematics		38,000		P	CU	Associate Professor, Mathematics	40,252	8/1/2003		P	CU	5.9%	Promotion
Gilliard Ph.D.	Jennifer L.	Associate Professor, Education		42,543		P	CU	no change	42,543	8/1/2003		P	CU		
Hajduk Ph.D.	John C.	Associate Professor, History		42,011		P	CU	no change	42,011	8/1/2003		P	CU		
Horst M.F.A.	Randall P.	Associate Professor, Art		44,078		T	CU	no change	44,078	8/1/2003		T	CU		
Janus Ph.D.	Boleslaw	Associate Professor, History		42,905		P	CU	no change	42,905	8/1/2003		T	CU		Tenured
Jones M.A., J.D.	W. Cecil	Associate Professor, Business (Temporary)		43,066		NT	CU .75	no change	43,066	8/1/2003		NT	CU .75		
Luo Ed.D.	NiLi							Associate Professor, Education	44,300	8/1/2003		P	CU		New position
Moore Ph.D.	Rita A.	Associate Professor, Education		46,252		P	CU	no change	46,252	8/1/2003		P	CU		
Smith Ph.D.	Gregg	Assistant Professor, English (temporary)		37,000		NT	CU	Associate Professor, English	41,000	8/1/2003		P	CU		From temporary to tenure-track

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Associate Professors continued:															
Xanthopoulos Ph.D.	John A.	Associate Professor, Education		42,543		P	CU	no change	42,543	8/1/2003	3,000	P	CU		Equestrian Coach Stipend
Assistant Professors:															
Bailey M.R.E.	John W.	Assistant Professor, Tourism/Recreation		43,418		P	CU	no change	43,418	8/1/2003		P	CU		
Bonnin Ph.D.	Jeri W.	Assistant Professor, Music		41,472		P	CU	no change	41,472	8/1/2003		P	CU		
Clark Ph.D.	Richard	Assistant Professor, Biology (Temporary)		36,183		NT	CU	no change	36,183	8/1/2003		NT	CU		
Dyreson Ph.D.	Eric G.	Assistant Professor, Mathematics		36,000		P	CU	no change	36,000	8/1/2003		P	CU		
Elser M.S.	Glenda W.	Assistant Professor, Business		42,196		P	CU	no change	42,196	8/1/2003		P	CU		
Kendall M.S.	David L.	Assistant Professor, Health & Human Performance, Head Athletic Trainer		41,474	5,505	T	CU	no change	41,474	8/1/2003	5,505	T	CU		Head Athletic Trainer Stipend
Powers Ed.D.	Reba	Walker (44,543)						Assistant Professor, Education	38,000	8/1/2003		P	CU		
Sheriff M.S.	Bonnie J.	Assistant Professor, Health & Human Performance		42,926		T	CU	no change	42,926	8/1/2003		T	CU		
Instructors:															
Basile B.S.	Shauna	Instructor, Business (Temporary)		35,824		NT	CU .75	no change	35,824	8/1/2003		NT	CU 1.00		
Brazill M.T.A.	Larry	Instructor, English (Temporary)	Maddock (50,850)					no change	32,000	8/1/2003		NT	CU		Temporary Position
Carlson M.E.	Denise	Instructor, Business (Temporary)		28,047		NT	CU	no change	28,047	8/1/2003		NT	CU		

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Instructors continued:															
Covington M.S.	Elizabeth	Instructor, Mathematics (Temporary)		31,854		NT	CU	no change	31,854	8/1/2003		NT	CU		
Daenzer M.S.	Douglas K.	Instructor, Computer Science/Math Ed (Temporary)		35,076		NT	CU	no change	35,076	8/1/2003		NT	CU		
Handlos M.S.	Janelle	Instructor, Health & Human Performance, Assistant Athletic Trainer (Temporary)		28,047		NT	CU	no change	28,047	8/1/2003		NT	CU		
McKinney M.A.	Amy L.	Instructor, History (Temporary)		28,047		NT	CU	no change	28,047	8/1/2003		NT	CU		
Rhodes Ph.D.	Michelle J.	Instructor, Political Science (Temporary)		34,000		NT	CU	no change	34,000	8/1/2003		NT	CU		
Rogstad M.S.	Mark R.	Instructor, Industrial Technology		32,893		P	CU	no change	32,893	8/1/2003		P	CU		
Scott B.S.	Shaun	Instructor, Computer Science (Temporary)		34,944		NT	CU	no change	34,944	8/1/2003		NT	CU		

STAFF & SALARIES FOR JULY 1, 2003 THROUGH JUNE 30, 2004 (Fiscal Year appointments unless otherwise specified.)

ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Alley M.S.E	Deena L.	Director of Field Experiences & Career Services, Instructor, Education		43,919		NT	CU	no change	43,919	7/1/2003		NT	CU		
Heckard MLS	Melissa	Assistant Librarian, Assistant Professor		39,140		NT	CU	no change	39,140	7/1/2003		NT	CU		
Jimeno Ph.D.	Cheri A.	Dean, Education, Business & Technology, Associate Professor, Business		72,800		T	.90 CU .10 R	no change	72,800	7/1/2003		T	.90 CU .10 R		

ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS continued:

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Last	First														
Kendall B.S.	Elaine C.	Manager, Swimming Pool, Instructor, HHP		29,765		NT	.42 CU .58 A AY	no change	21,000			NT	.75 A .25 CU AY		Reorganization, Contract term - (8/15/03 -
Moore M.A.	David P.							Academic Assistant to Chancellor; Instructor, English (Temporary)	45,000	7/1/2003		NT	CU		Temporary Position
Ripley M.S.	Anneliese A.	Dean of Outreach & Research, University Associate Dean		56,049		NT	.50 CU .30D	no change	56,049	7/1/2003		NT	.50 CU .30D		
Schulz M.L.S.	Michael	Librarian, Associate Professor, Library Science, University Associate Dean		54,999		NT	CU	no change	54,999	7/1/2003		NT	CU		
Stonelake M.Ed.	Marlene	Field Coordinator, ITEP, Instructor, Business		30,829		NT	CU AY	no change	30,829	8/1/2003		NT	CU AY		Temporary Position
Ulrich Ph.D.	Karl E.	Vice Chancellor for Academic Affairs, Professor, Biological Sciences, University Associate Provost	Stephen T. Hulbert (113,100)	80,952		T	CU	Interim Chancellor, Vice Chancellor for Academic Affairs, Dean of Arts & Sciences, Professor, Biological Sciences, University Associate Provost	113,100	7/1/2003		T	CU		One-year appointment
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS															
Barnhart Ph.D.	Joseph K.	Assistant Director, Information & Telecommunication Services, Professor, Technology Ed/Computer Science		55,833		NT	.62 CU .38 D	no change	55,833	7/1/2003		NT	.62 CU .38 D		

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Briggs B.A.	Susan D.	Vice Chancellor for Administration & Finance, University Associate Vice President		75,073		NT	CU	no change	75,073	7/1/2003		NT	CU		
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS continued:															
Dolan B.A.	Kimberly A.	Admissions Representative		19,980		NT	CU	no change	19,980	7/1/2003		NT	CU		
Durham M.Ed.	Mark S.	Men's Head Basketball Coach, Instructor HHP		37,583	3,500	NT	CU AY	no change	37,583	8/1/2003	5,500	NT	CU AY		Golf & JV Coach Stipend
Efta B.S.	James	Director, Information & Telecommunication Services, University Associate Director		64,515		NT	CU	no change	64,515	7/1/2003		NT	CU		
Else M.S.	Iola V.	Rodeo Coach, Instructor, Education		51,327		NT	CU AY	no change	51,327	8/1/2003		NT	CU AY		
Engellant M.Ed.	Kevin	Women's Head Basketball Coach, Director, Microcomputer Center		37,583	3,500	NT	CU AY	no change	37,583	8/1/2003	3,500	NT	CU AY		JV Coach Stipend
Feldt B.S.	Wally	Director, Publications & Media Relations/Sports Information		34,819		NT	.50 CU .50 D	no change	34,819	7/1/2003		NT	.50 CU .50 D		
Ferris B.S.	Richard T.	Assistant Football Coach		19,770		NT	CU AY	no change	19,770	8/1/2003		NT	CU AY		
Hayworth B.A.	Holly	Admissions Representative		16,650		NT	CU AY	no change	16,650	8/25/2003		NT	CU AY		
Lee M.Ed.	Thomas F.	Head Football Coach		62,400		NT	CU	no change	62,400	7/1/2003		NT	CU		
Karch B.S.	Jason J.	Registrar, Director, Institutional Research		53,451		NT	CU	no change	53,451	7/1/2003		NT	CU		

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Murray Ph.D.	Eric W.	Dean of Students, Assistant Professor, Psychology, Learning Center Director		45,206	3,000	NT	A Stipend-CU	no change	45,206	7/1/2003	3,000	NT	A Stipend CU		Salary 100% non-state funds stipend, Disability Services Director
Peterson M.S.	Jenny J.	Wellness Director, Head Women's Volleyball Coach, Instructor, HHP		38,040		NT	.58 CU .12 A .30 D AY	no change	38,040	8/1/2003		NT	.58 CU .12 A .30 D AY		
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS continued:															
Rouse B.S.	Donna J.	Executive Assistant to Chancellor & Vice Chancellor for Academic Affairs		40,000		NT	CU	no change	40,000	7/1/2003		NT	CU		
Weltzien M.S.	Lynn M.	Counselor		35,870		NT	.75 A .25 R AY	no change	35,870	8/1/2003		NT	.75 A .25 R AY		
Williams M.A.	Arlene S.	Dean of Enrollment Management		53,846		NT	CU	no change	53,846	7/1/2003		NT	CU		
Yahraes M.S.	Thomas R.	Vice Chancellor for Institutional Advancement, University Associate Vice President, Student Affairs		75,073		NT	.71 CU .29 R	no change	75,073	7/1/2003		NT	.36 CU .35 D .29 R		
Yeager B.S.	Patricia	Associate Athletic Director		33,000		NT	.16 CU .54 A .17 D .13 R	no change	33,000	7/1/2003		NT	.16 CU .54 A .17 D .13 R		New position

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Last	First														

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