

## ITEM 121-1000-R1103 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

|                 |         |   |  |                       |  |   |             |  |           |          |  |   |                       |  |  |
|-----------------|---------|---|--|-----------------------|--|---|-------------|--|-----------|----------|--|---|-----------------------|--|--|
| Seninger<br>PhD | Stephen | Research Associate<br>Director, Bureau of<br>Business and<br>Economic Research,<br>Professor, Marketing<br>and Management |  | 76,351 CU<br>96,000 R |  | T | 1.0 R<br>FY |  | no change | 9/1/2003 |  | T | .50 CU<br>.50 R<br>FY |  |  |
|-----------------|---------|---|--|-----------------------|--|---|-------------|--|-----------|----------|--|---|-----------------------|--|--|

## (b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

|                   |          |  |  |        |  |    |                       |  |           |          |        |    |                             |        |     |
|-------------------|----------|--|--|--------|--|----|-----------------------|--|-----------|----------|--------|----|-----------------------------|--------|-----|
| Duce<br>BA        | Patricia | Assistant Women's<br>Basketball Coach,<br>Intercollegiate<br>Athletics |  | 30,544 |  | NT | .50 CU<br>.50 D<br>FY |  | no change | 9/2/2003 | *3,853 | NT | .50 CU<br>.50 D<br>*D<br>FY |        | *AT |
| McConnell<br>MS   | Rodney   | Assistant Men's<br>Basketball Coach,<br>Intercollegiate<br>Athletics   |  | 21,000 |  | NT | 1.0 D<br>FY           |  | 22,000    | 7/1/2003 |        | NT | 1.0 D<br>FY                 | 4.76%  | IR  |
| Norris, Jr.<br>BA | Robert   | Assistant Men's<br>Basketball Coach,<br>Intercollegiate<br>Athletics   |  | 12,000 |  | NT | 1.0 D<br>FY           |  | 16,000    | 7/1/2003 |        | NT | 1.0 D<br>FY                 | 33.33% | IR  |
| Tinkle            | Wayne    | Assistant Men's<br>Basketball Coach,<br>Intercollegiate<br>Athletics   |  | 38,000 |  | NT | .19 CU<br>.81 D<br>FY |  | 40,000    | 7/1/2003 |        | NT | .19 CU<br>.81 D<br>FY       | 5.26%  | IR  |
| Weida<br>MS       | John     | Assistant Athletic<br>Trainer,<br>Intercollegiate<br>Athletics         |  | 29,681 |  | NT | .15 CU<br>.85 D<br>FY | Associate Certified<br>Athletic Trainer,<br>Intercollegiate<br>Athletics | 33,681    | 7/1/2003 |        | NT | .15 CU<br>.85 D<br>FY       | 13.48% | IR  |

## (c) FACULTY

## Professors:

|                   |        |                                    |  |        |  |   |                       |  |           |           |         |   |                              |        |     |
|-------------------|--------|------------------------------------|--|--------|--|---|-----------------------|--|-----------|-----------|---------|---|------------------------------|--------|-----|
| Borgmann<br>PhD   | Albert | Philosophy (Regents'<br>Professor) |  | 96,704 |  | T | 1.0 CU                |  | 106,704   | 10/6/2003 |         | T | 1.0 CU                       | 10.34% | R   |
| Cochran<br>PharmD | Gayle  | Pharmacy Practice                  |  | 80,588 |  | T | .80 CU<br>.20 R<br>FY |  | no change | 7/1/2003  | *13,108 | T | .80 CU<br>.20 R<br>*CU<br>FY |        | *PM |

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|------------------------------|---------------|---|-------------------|-----------------------------|---------------------------------|--------|----------------------|---|-------------------------|----------------|---------------------------------|--------|----------------------------|-------------------------------|----------|
| Last                         | First         |   |                   |                             |                                 |        |                      |   |                         |                |                                 |        |                            |                               |          |
| Greene                       | Jeffrey       | Political Science   |                   | 55,198                      |                                 | T      | 1.0 CU               |   | no change               | 9/2/2003       | *4,000                          | T      | 1.0 CU<br>*D               |                               | *AT      |
| Grund                        | Vernon        | Assistant to the Vice President of Research and Development for Health Sciences, Chair, Pharmaceutical Sciences |                   | 103,668                     | 3,477 DC<br>6,500 BB            | T      | 1.0 CU<br>FY         | Assistant to the Vice President of Research and Development for Health Sciences, Chair, Professor, Pharmaceutical Sciences, Research Professor, Pharmaceutical Sciences | 103,668 CU<br>133,000 R | 7/1/2003       | 3,477 DC<br>6,500 BB            | T      | .90 CU<br>.10 R<br>FY      |                               |          |
| Jenni                        | Catherine     | Educational Leadership and Counseling   |                   | 59,919                      | 1,000 BB                        | T      | 1.0 CU               |   | no change               | 9/12/2003      | 1,000 BB<br>*5,000              | T      | 1.0 CU<br>*CU              |                               | *AT      |
| Miller                       | Sarah         | Pharmacy Practice   |                   | 82,566                      |                                 | T      | 1.0 CU<br>FY         |   | no change               | 9/1/2003       | *3,000                          | T      | 1.0 CU<br>*D<br>FY         |                               | *PM      |
| Mohr                         | J. Jacqueline | Marketing and Management  |                   | 91,843                      |                                 | T      | 1.0 CU               |   | no change               | 9/1/2003       | *2,200                          | T      | 1.0 CU<br>*CU              |                               | *AT      |
| <b>Associate Professors:</b> |               |   |                   |                             |                                 |        |                      |   |                         |                |                                 |        |                            |                               |          |
| Adams                        | Earle         | Chemistry (Research)  |                   | 41,200                      |                                 | NT     | .15 D<br>.85 R<br>FY |   | no change               | 8/12/2003      | *200                            | NT     | .15 D<br>.85 R<br>*R<br>FY |                               | *SP      |
| Borrie                       | William       | School of Forestry  |                   | 49,378                      |                                 | P      | 1.0 CU               |   | no change               | 8/27/2003      | *3,000                          | P      | 1.0 CU<br>*R               |                               | *SP      |
| Erickson                     | David         | Curriculum and Instruction  |                   | 49,389 CU<br>81,888 R       |                                 | T      | 1.0 R                |   | no change               | 8/27/2003      |                                 | T      | .90 CU<br>.10 R            |                               |          |
| Gadbow                       | Kathleen      | Writing Lab Director, English (Adjunct)   |                   | 44,665                      |                                 | NT     | 1.0 CU               |   | 46,665                  | 11/1/2003      |                                 | NT     | 1.0 CU                     | 4.48% M                       |          |
| Granath                      | Kimberly      | Electronic Resources Librarian, Library Sciences  |                   | 42,535                      |                                 | P      | 1.0 CU<br>FY         |   | no change               | 8/12/2003      | *200                            | P      | 1.0 CU<br>*R<br>FY         |                               | *SP      |
| Grimes                       | Mark          | Division of Biological Sciences   |                   | 56,650                      |                                 | P      | .50 CU<br>.50 R      | Associate Professor, Division of Biological Sciences, Research Associate Professor, Division of Biological Sciences   | 56,650 CU<br>83,200 R   | 8/27/2003      |                                 | P      | .90 CU<br>.10 R            |                               |          |

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|------------------------------|----------|--|-------------------|-----------------------------|---------------------------------|--------|----------------------|---------------------------------|-------------------------|------------------------|---------------------------------|--------|-----------------------------|-------------------------------|----------|--|
| Last                         | First    |  |                   |                             |                                 |        |                      |                                 |                         |                        |                                 |        |                             |                               |          |  |
| Hayden                       | Sara     | Communication Studies  |                   | 48,660                      |                                 | T      | 1.0 CU               | Chair, Communication Studies    | no change               | 8/27/2003              | 2,667 DC                        | T      | 1.0 CU                      |                               |          |  |
| Stolle                       | Darrell  | Curriculum and Instruction   |                   | 47,000                      |                                 | P      | 1.0 CU               |                                 | 47,000 CU<br>86,000 R   | 8/27/2003<br>9/26/2003 | *7,500                          | P      | .80 CU<br>.20 R<br>*CU      |                               | *AT      |  |
| <b>Assistant Professors:</b> |          |  |                   |                             |                                 |        |                      |                                 |                         |                        |                                 |        |                             |                               |          |  |
| Cochran                      | Bryan    | Lecturer, Psychology   |                   | 40,000                      |                                 | P      | 1.0 CU               | Assistant Professor, Psychology | 45,000                  | 8/27/2003              |                                 | P      | 1.0 CU                      | 12.50% D                      |          |  |
| Fehrer                       | Steve    | Physical Therapy   |                   | 61,285                      |                                 | P      | 1.0 CU               | Chair, Physical Therapy         | no change               | 8/27/2003              | 2,667 DC                        | P      | 1.0 CU                      |                               |          |  |
| Gordon                       | Stacey   | Interim Director, Law Library, Reference/Acquisitions Librarian, School of Law (Adjunct) |                   | 40,820                      |                                 | NT     | 1.0 CU<br>FY         |                                 | no change               | 7/21/2003              | *300                            | NT     | 1.0 CU<br>*D<br>FY          |                               | *ST      |  |
| Island                       | Heide    | Instructor, Psychology (Visiting)  |                   | 26,187                      |                                 | NT     | 1.0 CU               | Psychology (Visiting)           | 36,000                  | 8/27/2003              |                                 | NT     | 1.0 CU                      | 37.47% D                      |          |  |
| Larson                       | Gregory  | Communication Studies  |                   | 45,000                      |                                 | P      | 1.0 CU               |                                 | no change               | 8/1/2003               | *1,000                          | P      | 1.0 CU<br>*D                |                               | *SR      |  |
| Morrison                     | Susan    | Psychology (Research/Adjunct)  |                   | 45,000                      |                                 | NT     | .22 D<br>.78 R<br>FY |                                 | no change               | 8/27/2003              | *13,500                         | NT     | .22 D<br>.78 R<br>*CU<br>FY |                               | *AT      |  |
| Rillig                       | Matthias | Division of Biological Sciences  |                   | 51,699                      |                                 | P      | 1.0 CU               |                                 | no change               | 8/27/2003              | *3,652                          | P      | 1.0 CU<br>*R                |                               | *AR      |  |
| Wallace                      | Kimberly | Psychology   |                   | 47,903                      |                                 | P      | 1.0 CU               |                                 | no change               | 8/27/2003              | *9,039                          | P      | 1.0 CU<br>*R                |                               | *AR      |  |
| <b>Instructors:</b>          |          |  |                   |                             |                                 |        |                      |                                 |                         |                        |                                 |        |                             |                               |          |  |
| Jepson                       | Stacia   | Curriculum and Instruction/Co-Teach (Adjunct)  |                   | 51,397                      |                                 | NT     | .05 D<br>.95 R<br>FY |                                 | no change               | 8/27/2003              | *4,213                          | NT     | .05 D<br>.95 R<br>*CU<br>FY |                               | *AT      |  |
| Kerr                         | David    | Anthropology (Adjunct)   |                   | 27,933                      |                                 | NT     | .87 CU               |                                 | 33,000                  | 8/27/2003              |                                 | NT     | 1.0 CU                      | 18.14% AT                     |          |  |
| Wishcampe                    | Richard  | Marketing and Management (Adjunct)   |                   | 40,000                      |                                 | NT     | 1.0 CU               |                                 | no change               | 8/27/2003              | *3,000                          | NT     | 1.0 CU<br>*CU               |                               | *PM      |  |
| <b>Lecturers:</b>            |          |  |                   |                             |                                 |        |                      |                                 |                         |                        |                                 |        |                             |                               |          |  |
| Teutli                       | Brisa    | Foreign Languages and Literatures (Adjunct)  |                   | 32,000                      |                                 | NT     | 1.0 CU               |                                 | no change               | 9/1/2003               | *6,718                          | NT     | 1.0 CU<br>*CU               |                               | *PM      |  |

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| Last | First |                               |                   |                             |                                 |        |                      |                                 |                         |                |                                 |        |                      |                               |          |

## (2) NEW POSITIONS AND REPLACEMENTS:

## (b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS

|                |        |  |                   |  |  |  |  |  |        |           |  |    |        |  |    |
|----------------|--------|--|-------------------|--|--|--|--|--|--------|-----------|--|----|--------|--|----|
| Britt<br>MFA   | Nelson |  | Mudd<br>(33,100)  |  |  |  |  | Director, Montana Museum of Art and Culture  | 50,000 | 9/8/2003  |  | NT | 1.0 CU |  | MC |
| Cornwall<br>BA | Jean   |  | Bandy<br>(38,743) |  |  |  |  | Assistant Athletic Director, Compliance and Academic Services, Intercollegiate Athletics | 42,000 | 10/8/2003 |  | NT | 1.0 CU |  | IR |

## (c) FACULTY

## Associate Professors:

|                   |     |  |     |  |  |  |  |                                      |        |           |  |    |                 |  |  |
|-------------------|-----|--|-----|--|--|--|--|--------------------------------------|--------|-----------|--|----|-----------------|--|--|
| Batchelder<br>PhD | Ann |  | new |  |  |  |  | Curriculum and Instruction (Adjunct) | 45,000 | 8/27/2003 |  | NT | .22 CU<br>.78 D |  |  |
|-------------------|-----|--|-----|--|--|--|--|--------------------------------------|--------|-----------|--|----|-----------------|--|--|

## Assistant Professors:

|                  |          |  |                   |  |  |  |  |  |        |           |  |    |        |  |  |
|------------------|----------|--|-------------------|--|--|--|--|--|--------|-----------|--|----|--------|--|--|
| Atkins<br>ABD    | Trent    |  | Kelly<br>(44,936) |  |  |  |  | Curriculum and Instruction   | 45,000 | 8/27/2003 |  | P  | 1.0 CU |  |  |
| Klein<br>PhD     | Janet    |  | new               |  |  |  |  | History (Visiting)   | 35,000 | 8/27/2003 |  | NT | 1.0 CU |  |  |
| Miyashita<br>PhD | Mizuki   |  | new               |  |  |  |  | Anthropology (Adjunct)   | 35,000 | 8/27/2003 |  | NT | 1.0 CU |  |  |
| Twigg<br>MFA     | Greg     |  | new               |  |  |  |  | Media Arts (Adjunct)   | 30,054 | 8/27/2003 |  | NT | 1.0 CU |  |  |
| Yoo<br>PhD       | Changwon |  | new               |  |  |  |  | Center for Environmental Health Sciences, Pharmaceutical Sciences/Computer Science | 77,250 | 8/27/2003 |  | P  | 1.0 R  |  |  |

## Instructors:

|               |           |  |                    |  |  |  |  |  |        |           |  |    |                 |  |  |
|---------------|-----------|--|--------------------|--|--|--|--|--|--------|-----------|--|----|-----------------|--|--|
| Gillen<br>MEd | T. Daniel |  | new                |  |  |  |  | Curriculum and Instruction (Adjunct)                 | 26,187 | 8/27/2003 |  | NT | 1.0 D           |  |  |
| Myers<br>BS   | Kimberly  |  | new                |  |  |  |  | Physical Therapy (Adjunct)                           | 26,187 | 8/27/2003 |  | NT | .29 CU<br>.71 D |  |  |
| Stanton<br>JD | Thomas    |  | Burger<br>(47,431) |  |  |  |  | Business Technology, Level II, College of Technology | 42,000 | 8/27/2003 |  | P  | 1.0 CU          |  |  |



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|------|-------|-------------------------------|-------------------|-----------------------------|---------------------------------|--------|----------------------|---------------------------------|-------------------------|----------------|---------------------------------|--------|----------------------|-------------------------------|----------|
| Last | First |                               |                   |                             |                                 |        |                      |                                 |                         |                |                                 |        |                      |                               |          |

## Instructors:

|              |         |  |  |  |  |  |  |  |  |           |  |  |  |  |  |
|--------------|---------|--|--|--|--|--|--|--|--|-----------|--|--|--|--|--|
| Barnes<br>MS | Seth    | Applied Arts and Sciences, Level II, College of Technology |  |  |  |  |  |  |  | 8/1/2003  |  |  |  |  |  |
| Cripe<br>PhD | Gregory | Mathematical Sciences (Adjunct)                            |  |  |  |  |  |  |  | 8/1/2003  |  |  |  |  |  |
| Juneau<br>MS | Patrick | Health Professions, Level II, College of Technology        |  |  |  |  |  |  |  | 5/17/2003 |  |  |  |  |  |

## 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,