

ITEM 122-1000-R0304; Staff REVISED		The University of Montana - Missoula					March 25-26, 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) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Aronofsky JD, PhD	David	Legal Counsel, President's Office	83,500	83,500	1,000 AT/D	1/5/2004	NT CU	0.00%
DeCou	Nancy	Director, Administrative Information Systems Support, Information Technology	63,201	66,201		11/1/2003 R	NT CU	4.75%
Duce BA	Patricia	Assistant Women's Basketball Coach, Intercollegiate Athletics	30,544	30,544	3,853 AT/CU	1/26/2004	NT .50 FTE CU .50 FTE D	0.00%
Fanslow JD	Heidi	Director, Admissions, School of Law	36,719	36,719	4,000 AT/CU	1/1/2004	NT CU	0.00%
Holbrook	Judith	Director, Telecommunications , Information Technology	63,201	66,201		11/1/2003 R	NT D	4.75%
Pace BA	Gordon	Director of Applications and Media Development, Information Technology Office	53,000	53,000	500 O/D (Athletic game score- keeper)	11/1/2003	NT CU	0.00%
Pengelly BA	Vicki	Director, Client Services, Information Technolgoy	63,201	66,201		11/1/2003 R	NT CU	4.75%
(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Neu PhD	Clyde	Director, Off-Campus MBA Program, Professor, Marketing and Management	92,015	92,015	3,000 BB/CU 8,867 AT/D	12/1/2003	P CU	0.00%

Seninger PhD	Stephen	Research Associate Director, Bureau of Business and Economic Research, Professor, Marketing and Management	76,351	76,351	11,077 AR/D	1/1/2004 CF	FR: .25 FTE @ 76,351/CU .75 FTE @ 96,000/R TO: 1.0 FTE @ 96,000/R T	0.00%
(C1) FACULTY; Professors								
Acker PhD	Robert	Foreign Languages and Literatures	59,735	59,735	3,000 AT/D	1/5/2004	T CU	0.00%
Andreason PhD	Aaron	Marketing and Management	68,498	68,498	3,000 AT/D	1/5/2004	T CU	0.00%
Bigley PhD	Bruce	English	59,648	59,648	3,000 AT/D	1/5/2004	T CU	0.00%
Burnham LLM	Scott	School of Law	103,820	103,820	7,650 BB/R 1,000 AT/D	1/5/2004	T CU	0.00%
Burns EdD	Clarence	Health and Human Performance	57,561	57,561	414 AR/CU	10/1/2003	T CU	0.00%
Foor PhD	Thomas	Anthropology	54,498	54,498	3,000 AT/D	1/5/2004	T CU	0.00%
Greene PhD	Jeffrey	Political Science	55,198	55,198	7,000 AT/D	1/28/2004	T CU	0.00%
Hirstein EdD	James	Chair, Mathematical Sciences	72,409	72,409	3,477 DC/CU 11,859 AR/R	6/1/2003	T FY CU	0.00%
Jenni PhD	Catherine	Educational Leadership and Counseling	59,919	59,919	1,000 BB/CU 5,000 AT/CU	1/23/2004	T CU	0.00%
Lundt EdD	John	Educational Leadership and Counseling	59,830	59,830	3,000 AT/CU	8/27/2003	T CU	0.00%
Minier PhD	Sigyn	Foreign Languages and Literatures	61,071	61,071	1,700 AT/D	1/5/2004	T CU	0.00%
Photiades PhD	John	Economics	67,108	67,108	3,000 AT/D	1/5/2004	T CU	0.00%
Rivey MS	Michael	FR: Pharmacy Practice TO: Chair, Pharmacy Practice	73,567	73,567	1,554 DC/CU	1/1/2004 SA	T CU	0.00%

Robson PhD	Donald	Educational Leadership and Counseling	80,328	80,328	6,000 AT/CU	2/6/2004	T CU	0.00%
Schuldberg PhD	David	Psychology	61,512	61,512		1/1/2004 CF	FR: .89 FTE @ 61,512/CU .11 FTE @ 110,400/R TO: .80 FTE @ 61,512/CU .20 FTE @ 110,400/R T	0.00%
Skelton PhD	Randall	Anthropology	55,487	55,487	3,000 AT/D	1/5/2004	T CU	0.00%
Sorenson PhD	Larry (Dean)	Chair, Educational Leadership and Counseling	59,465	59,465	2,667 DC/CU 3,000 AT/CU	8/27/2003	T CU	0.00%
Tompkins PhD	Jonathan	Chair, Political Science	57,956	57,956	3,108 DC/CU 7,000 AT/D 500 PM/R	9/30/2003	T CU	0.00%
(C2) FACULTY; Associate Professors								
Bruneau PhD	Carol	Marketing and Management	70,008	70,008	500 PM/R	9/1/2003	P CU	0.00%
Burfeind PhD	James	Sociology	55,049	55,049	500 PM/R	9/30/2003	T CU	0.00%
DeGrandpre PhD	Michael	Chemistry	60,422	60,422	2,075 AR/R	1/1/2004	T CU	0.00%
Earling MFA	Debra	English/Native American Studies	50,169	60,169		1/1/2004 R	P CU	19.93%
Fiedler PhD	Carl	School of Forestry	48,641	48,641	6,144 AR/R	1/1/2004	NT CU	0.00%
Finn PhD	Janet	Social Work	53,500	53,500	1,000 AT/D	1/5/2004	P CU	0.00%
Garfinkle PhD	Ann	Curriculum and Instruction	46,000	46,000	1,000 AT/D	1/5/2004	P CU	0.00%
Gaskill PhD	Steven	Health and Human Performance	47,655	47,655	2,822 AR/R	1/3/2004	P CU	0.00%
Herron ABD	Terri	Accounting and Finance	77,277	77,277	2,500 AT/CU	11/15/2003	P CU	0.00%

Knight PhD	Christopher	Chair, English	53,347	53,347	3,477 DC/CU 2,300 AT/D	1/5/2004	P FY CU	0.00%
Krusel PhD	Carolyn	Mathematical Sciences	53,864	53,864	9,000 AT/R	9/1/2003	T .67 FTE @ 53,864/CU .33 FTE @ 72,293/R	0.00%
Kuplik PhD	Michael	Economics	48,781	48,781	3,000 AT/D	1/5/2004	T CU	0.00%
Loisel PhD	Clary	Foreign Languages and Literatures	48,464	48,464	2,000 AT/D	1/5/2004	T CU	0.00%
Ruby PhD	Brent	Health and Human Performance	52,355	52,355	3,444 AR/R	1/3/2004	T CU	0.00%
Stolle EdD	Darrell	Curriculum and Instruction	47,000	47,000	3,000 AT/D	1/28/2004	P CU	0.00%
(C3) FACULTY; Assistant Professors								
Atkins PhD	Trent	Curriculum and Instruction (Research)	45,000	45,000		1/1/2004	FR: 1.0 FTE @ 45,000/CU TO: .80 FTE @ 45,000/CU .20 FTE @ 75,000/R P	0.00%
Davies PhD	Wade	Native American Studies	42,500	42,500	3,000 AT/D	1/5/2004	P CU	0.00%
Farrier EdD	Merle	Educational Leadership and Counseling	48,731	48,731	3,000 AT/CU	8/27/2003	P CU	0.00%
Ganesh PhD	Shiv	Communication Studies	46,436	46,436	500 PM/R	9/30/2003	P CU	0.00%
Gant MFA	Shaun	English (Adjunct)	30,054	30,054	3,005 AT/CU	1/26/2004	NT CU	0.00%
Gordon JD	Stacey	Interim Director, Law Library, Reference/Acquisitions Librarian, School of Law (Adjunct)	40,820	40,820	442 AT/CU	1/19/2004	NT FY CU	0.00%
Halvorson MA	Sarah	Geography	44,436	44,436	1,169 AT/R	1/1/2004	P CU	0.00%
Hollist PhD	Dusten	Sociology	42,000	42,000	3,000 AT/D	1/5/2004	P CU	0.00%

Hutz ABD	Aida	Educational Leadership and Counseling	43,000	43,000	5,000 AT/CU	3/5/2004	P CU	0.00%
Larson PhD	Gregory	Communication Studies	45,000	45,000	2,700 AT/D	1/5/2004	P CU	0.00%
McCaw EdD	William	Educational Leadership and Counseling (Research)	50,984	50,984	3,000 AT/CU	8/27/2003	P CU	0.00%
Miyashita PhD	Mizuki	Anthropology (Adjunct)	35,000	35,000	3,000 AT/D	1/5/2004	NT CU	0.00%
Sattler PhD	Richard	Native American Studies (Adjunct)	35,372	35,372	1,883 AT/D	1/5/2004	NT CU	0.00%
Swaney PhD	Gyda	Psychology	47,741	47,741	2,423 AR/R	1/1/2004	P .70 FTE CU .30 FTE R	0.00%
Venema MA	Sharon	School of Journalism	45,320	45,320	3,000 AT/D	1/5/2004	P CU	0.00%
(C4) FACULTY; Instructors								
Cahalan MS	Daniel	Coordinator Ad Team, Marketing and Management (Visiting)	46,002	46,002	3,000 AT/D	1/5/2004	NT CU	0.00%
Ellestad MA	June	Sociology (Adjunct)	41,000	41,000	1,414 AT/D	1/5/2004	NT CU	0.00%
Fillmore BA	Debbie	Health Professions, Level III, College of Technology	40,882	40,882	3,000 AT/D	9/1/2003	T CU	0.00%
Jakes MA	Penny	Business Technology, Level IV, College of Technology	49,211	49,211	488 AT/D	11/1/2003	T CU	0.00%
Kerr MA	David	Anthropology (Adjunct)	27,933	27,933	3,000 AT/D	1/5/2004	NT CU	0.00%
Nielsen BS	Mary	Health Professions, Level II, College of Technology	36,841	36,841	520 AT/CU	9/1/2003	P CU	0.00%
Stevens MA	Debra	Curriculum and Instruction/Rural Institute (Adjunct/Research)	35,000	35,000		1/1/2004 CF	FR: .20 FTE D .80 FTE R TO: .80 FTE R NT	0.00%
Tabish BA	Rhonda	Business Technology, Level II, College of Technology	39,119	39,119	1,280 AT/D	9/1/2003	T CU	0.00%
Wittekiend MEd	Phillip	Curriculum and Instruction (Adjunct)	42,500	42,500	1,000 AT/D	1/5/2004	NT CU	0.00%

Wright MBA	Ryan	Marketing and Management (Adjunct)	38,312	38,312	3,000 AT/D	1/5/2004	NT FY CU	0.00%
Yoshimura MA	Christina	Communication Studies (Adjunct)	28,000	28,000	6,000 AT/D	1/5/2004	NT CU	0.00%
TOTALS AND AVERAGE INCREASE			3,609,068	3,628,068				0.53%
(2) NEW POSITIONS AND REPLACEMENTS								
(A) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Hanson PhD	Mark	Interim Director, Practical Ethics Center, Assistant Professor, Philosophy (Adjunct)	73,085	62,400		1/1/2004 NEW-(Elliott)	NT FY .85 FTE CU .15 FTE R	-14.62%
(B) FACULTY; Assistant Professors								
Noonan PhD	Curtis	Epidemiology, Biomedical and Pharmaceutical Sciences/Center for Environmental Health Sciences		52,500		1/1/2004 NEW	P 50 FTE CU .50 FTE R	
(3) END OF EMPLOYMENT								
(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS & DEATHS								
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Broesder MS	Joseph	Assistant Director, Bandy Ranch, School of Forestry				12/12/2003	NT	
Matule BA	Susan	Director, Printing and Graphic Services				4/30/2004	NT	
Zarr MA	Joel	Director, University Center				6/30/2004	NT	
(A1) FACULTY; Professors								
Elliott EdD	Deni	Director of Ethics, Philosophy (Research)				12/31/2003	T	
Harrison JD	Melissa	School of Law				1/1/2004	T	
Hyndman PhD	Donald	Geology				5/15/2004	T	
Kilgore PhD	Delbert	Division of Biological Sciences				7/30/2004	T	

Schuster MA	Bonnie	Monographic/Serials Acquisitions Librarian, Library Sciences			12/31/2003	T
Winston PhD	Donald	Geology			5/15/2004	T
(A2) FACULTY; Instructors						
Miller BS	Carrie	Surgical Technology, Level I, College of Technology			12/31/2003	P
(C) POST RETIREMENT CONTRACTS						
Cleveland PhD	Gary	Marketing and Management		107,763	1/26/2004	NT .33 FTE CU
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.						