

| ITEM 123-1500-R0504; Staff, Montana Tech of The University of Montana  |         |  |  |               |                                    |   | Date: May 20-21, 2004  |            |
|--|---------|--|--|---------------|------------------------------------|---|--|------------|
| NAME   |         | Position Title   | Old Salary or<br>(Salary Paid<br>to Replaced<br>Emp) | New<br>Salary | Stipend or<br>Extra<br>Comp        | Effective Date/<br>Reason for<br>Change<br>(Replaced) | Type of Appt/<br>Funding Source &<br>FTE (1 FTE is assumed)<br>FY assumed for admin &<br>prof; AY assumed for<br>faculty | % Increase |
| Last   | First   |  |  |               |                                    |   |  |            |
| <b>(1) CHANGES IN RANK/TENURE, SALARY, RESPONSIBILITY:</b>             |         |  |  |               |                                    |   |  |            |
| <b>(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b> |         |  |  |               |                                    |   |  |            |
| <b>Richardson BS</b>   | Michael | Director, Financial Aid  | 51,314   | 51,314        | <b>648 O</b>                       | 10/1/03-2/28/04                                       | NT<br>CU   | 0.00%      |
| <b>(B) FACULTY</b>   |         |  |  |               |                                    |   |  |            |
| <b>Abbott MBA</b>  | Douglas | Associate Professor, Dean,<br>College HSS & IT, Dept.<br>Head, BIT               | 54,321   | 54,321        | 3,000 DC<br><b>190 O</b>           | 10/1/03-2/28/04                                       | T<br>CU  | 0.00%      |
| <b>Bardsley MS CIH</b>   | Sally   | Assistant Professor, Safety,<br>Health & Industrial Hygiene                      | 42,785   | 42,785        | <b>2,500 AT</b>                    | 3/15/04-3/19/04                                       | P<br>D   | 0.00%      |
| <b>Crowley EdD</b>   | Jack    | Associate Professor; Dept.<br>Head, Liberal Studies                              | 41,470   | 41,470        | 2,500 DC<br><b>500 AT</b>          | 1/14/04-5/1/04  | P<br>CU  | 0.00%      |
| <b>Crowther BS</b>   | Brian   | Instructor, COT  | 34,012   | 34,012        | <b>832 AT</b>                      | 1/14/04-5/7/04  | P<br>CU  | 0.00%      |
| <b>Edwards DM</b>  | Lance   | Assistant Professor, Business<br>& Information Technology                        | 47,000   | 47,000        | <b>166 AT</b>                      | 1/14/04-5/7/04  | P<br>CU  | 0.00%      |
| <b>Gammons PhD</b>   | Chris   | Associate Professor<br>Geological Engineering                                    | 54,692   | 54,692        | <b>1,500 AR</b>                    | 2/1/03-3/31/04  | T<br>R   | 0.00%      |
| <b>Ganesan PhD</b>   | Kumar   | FR: Professor; Dept Head,<br>Environmental Engineering<br>TO: Research Professor | 67,864   | 91,905        | 2,500 DC<br><b>6,000 PM<br/>SR</b> | 8/16/03-5/7/04<br>5/16/04-8/15/04                     | P<br>CU<br>NT<br>R   | 35.43%     |
| <b>Jensen PhD</b>  | Roger   | Associate Professor, Safety,<br>Health & Industrial Hygiene                      | 50,653   | 50,653        | <b>400 AT</b>                      | 1/14/04-5/7/04  | P<br>D   | 0.00%      |
| <b>Kober MBA</b>   | Tim     | Associate Professor, Business<br>& Information Technology                        | 49,333   | 49,333        | <b>210 O</b>                       | 10/1/03-2/28/04                                       | T<br>CU  | 0.00%      |
| <b>Melvin BA RNC</b>   | Danette | Instructor, Health Sciences  | 35,537   | 35,537        | <b>832 AT</b>                      | 2/9/04-5/21/04  | P<br>CU  | 0.00%      |
| <b>Metesh MS</b>   | Edward  | Instructor, Level IV, Business<br>Program. COT                                   | 47,823   | 47,823        | <b>1,200 AT<br/>2,500 PM</b>       | 8/15/03-5/15/04<br>8/15/03-5/15/04                    | T<br>CU  | 0.00%      |
| <b>Mitman PhD</b>  | Grant   | Research Professor   | 49,765   | 84,752        | <b>SR</b>                          | 5/16/04-8/15/04                                       | NT<br>R  | 70.30%     |

|                                    |           |  |         |         |                             |                  |         |       |
|------------------------------------|-----------|--|---------|---------|-----------------------------|------------------|---------|-------|
| <b>Shirk<br/>PhD</b>               | Henrietta | Associate Professor; Dept<br>Head, Professional &<br>Technical Communication | 47,500  | 47,500  | 2,500 DC<br><b>3,200 AT</b> | 8/27/03-12/16/03 | P<br>CU | 0.00% |
| <b>Young<br/>MSN</b>               | Miriam    | Assistant Professor<br>Health Sciences                                       | 39,196  | 39,196  | <b>3,328 AT</b>             | 1/14/04-5/7/04   | P<br>CU | 0.00% |
| <b>TOTALS AND AVERAGE INCREASE</b> |           |  | 713,265 | 772,293 |                             |                  |         | 8.28% |

|  |  |  |   |   |
|--|--|--|---|---|
| <b>SALARY CHANGE OR ADDITION LEGEND:</b><br>CF = Change in Funding and/or FTE<br>CL = Converted from Classified or Letter of Appointment<br>D = Completion of Degree<br>E = Equity Adjustment Increase<br>I = Inversion Increase Included<br>L = Professional Licensure Award<br>M = Merit Increase<br>N = Normal Increase<br>P = Promotion Increase<br>R = Retention / Market Adjustment Increase<br>RR = Responsibilities Reduced<br>SA=Stipend Added<br>1 = Plus Room and Board<br>2 = Plus Housing Allowance<br>3 = Plus Car Allowance | <b>FUNDING SOURCE LEGEND:</b><br>CU = Current unrestricted<br>R = Restricted<br>A = Auxiliary<br>D = Designated<br>O = Other | <b>TENURE LEGEND:</b><br>NT = Non-tenurable<br>T = Tenured<br>P = Probationary | <b>STIPEND LEGEND:</b><br>DC = Dept. Chair/Dean<br>CC = Co-Chair<br>BB = In lieu of Base Building<br>AD=Administrative Duties | <b>EXTRA COMP LEGEND:</b><br><b>est</b> = Estimated<br><b>act</b> = Actual<br><b>GA</b> = Grant administration<br><b>ST</b> = summer teaching<br><b>SR</b> = summer research<br><b>AT</b> = Additional AY teaching<br><b>AR</b> = Additional AY research<br><b>SP</b> = Speaking<br><b>PM</b> = Project management<br><b>O</b> = Other (must specify) - work at sporting events |
|--|--|--|---|---|

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