

**ITEM 126-1000-R0105; Staff - The University of Montana - Missoula**  
**REVISED** **January 20-21, 2005**

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>Aronofsky JD, PhD</b>	David	Legal Counsel, President's Office	84,000	84,000	<b>4,000 act AT/CU</b>	1/24/2005	NT CU	0.00%
<b>Duringer MBA</b>	Robert	Vice President of Administration and Finance	129,000	129,000	<b>7,000 est AT/CU</b>	11/12/2004	NT CU	0.00%
<b>Fanslow JD</b>	Heidi	Director, Admissions, School of Law	37,219	37,219	<b>4,000 act O/CU (Coach Moot Ct Team)</b>	1/1/2005	NT CU	0.00%
<b>Frazier BS</b>	Robert	<b>FR:</b> Executive Assistant to the President, University Executive Vice President <b>TO:</b> Interim Dean, Helena College of Technology	74,100	100,880		11/16/2004 P	NT CU	36.14%
<b>Hoffland MBA</b>	Sheila	Director of Compliance, Budget and Special Programs, Office of Research and Development	42,500	42,500	<b>2,000 est GA/R</b>	9/15/2004	NT D	0.00%
<b>Morrison MA</b>	Mary	WROCC Project Director, Rural Institute on Disabilities	52,500	52,500	<b>7,000 act AT/CU</b>	8/25/2004	NT R	0.00%

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

<b>Dwyer</b>	Daniel	Vice President of Research and Development, Professor, Chemistry	135,500	135,500		11/1/2004	<b>FR:</b> P <b>TO:</b> T CU	0.00%
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<b>Neu PhD</b>	Clyde	Director, Off-Campus MBA Program, Professor, Marketing and Management	92,515	92,515	<b>3,050 est AT/CU</b>	12/1/2004	P CU	0.00%
<b>(C1 ) FACULTY; Professors</b>								
<b>Belsky PhD</b>	Jill	College of Forestry and Conservation	64,131	64,131	<b>500 act O/R (McNair Mentor)</b>	11/1/2004	T CU	0.00%
<b>Burke JD</b>	Bari	School of Law	97,932	97,932	<b>8,400 BB/R</b>	11/1/2004 SA	T CU	0.00%
<b>Campbell PhD</b>	Gregory	Chair, Anthropology	57,196	57,196	3,108 DC/CU <b>500 act O/R (McNair Mentor)</b>	9/25/2004	T CU	0.00%
<b>Campbell MA</b>	Mary Ellen	Marketing and Management	90,440	90,440	<b>2,000 act AT/CU</b>	1/24/2005	T CU	0.00%
<b>Clow PhD</b>	Richmond	Native American Studies	62,547	62,547	<b>500 act O/R (McNair Mentor)</b>	5/17/2004	T CU	0.00%
<b>Cochran PharmD</b>	Gayle	Pharmacy Practice	83,088	83,088	<b>600 act SP/R</b>	9/21/2004	T .80 CU .20 R FY	0.00%
<b>Evans PhD</b>	Gerald	Marketing and Management	92,277	92,277	<b>5,000 act AT/R</b>	1/1/2005	T CU	0.00%
<b>Evans EdD</b>	Roberta	Educational Leadership and Counseling	88,040	88,040	<b>2,268 act AT/CU</b>	8/30/2004	T CU	0.00%
<b>Fiedler PhD</b>	Carl	<b>FR:</b> Associate Professor, College of Forestry and Conservation (Research) <b>TO:</b> Professor, College of Forestry and Conservation (Research)	48,641	53,641	<b>2,048 act AT/R</b>	9/1/2004 11/1/2004 P	NT CU	10.28%
			53,641	54,141		2/1/2005 N		0.93%
<b>Foor PhD</b>	Thomas	Anthropology	54,998	54,998	<b>574 act AR/R</b>	8/25/2004	T CU	0.00%
<b>Foresman PhD</b>	Kerry	Division of Biological Sciences, Zoology	55,675	55,675	<b>2,904 act AR/R</b>	9/1/2004	T CU	0.00%

<b>Gritzner PhD</b>	Jeffrey	<b>FR:</b> Geography <b>TO:</b> Chair, Geography	60,399	60,399	<b>2,667 DC/CU</b>	8/25/2004 SA	T CU	0.00%
<b>Jenne PhD</b>	Stanley	Chair, Accounting and Finance	83,388	83,388	3,108 DC/CU <b>5,000 act AT/R</b>	10/1/2004	T CU	0.00%
<b>Jenni PhD</b>	Catherine	Educational Leadership and Counseling	60,419	60,419	3,108 DC/CU <b>2,350 act AT/CU</b>	8/30/2004	T CU	0.00%
<b>Lundt EdD</b>	John	Educational Leadership and Counseling	60,330	60,330	<b>1,868 act AT/CU</b>	8/30/2004	T CU	0.00%
			104,276	104,276				0.00%
<b>Mattina PhD</b>	Anthony	Anthropology	67,924	67,924	<b>3,000 act SR/D</b>	6/1/2004	T CU	0.00%
<b>Nickerson PhD</b>	Norma	<b>FR:</b> Associate Professor, College of Forestry and Conservation (Adjunct) <b>TO:</b> Professor, College of Forestry and Conservation (Adjunct)	63,831	68,831		11/1/2004 P	NT CU FY	7.83%
			68,831	69,331		2/1/2005 N		0.73%
<b>Power PhD</b>	Thomas	Chair, Economics	78,644	78,644	3,108 DC/CU <b>1,954 act SR/R</b>	6/1/2004	T CU	0.00%
<b>Robson PhD</b>	Donald	Educational Leadership and Counseling	80,828	80,828	<b>1602 act AT/CU 3,500 act O/D (Asst with Co- Teach Proj)</b>	8/30/2004 10/1/2004	T CU	0.00%
<b>Ross PhD</b>	J.B. Alexander	Chemistry	72,600	72,600		8/25/2004 CF	T <b>FR:</b> CU <b>TO:</b> .75 CU	0.00%
			120,500	120,500			<b>FR:</b> .00 R <b>TO:</b> .25 R	0.00%
<b>Smith PhD</b>	Garon	Chemistry	63,416	63,416	<b>100 act AT/D</b>	10/4/2004	T CU	0.00%
<b>Sorenson PhD</b>	Larry (Dean)	Educational Leadership and Counseling	59,965	59,965	<b>4,327 act AT/CU</b>	8/30/2004	T CU	0.00%

<b>(C2 ) FACULTY; Associate Professors</b>								
<b>Antonioli MFA</b>	Michele	Drama/Dance	41,628	41,628	<b>250 act O/CU (Producing Concerts &amp; Rehearsal)</b>	9/1/2004	T CU	0.00%
<b>Brewer PhD</b>	Sarah (Sally)	Curriculum and Instruction	47,412	47,412	<b>3,000 act SR/CU</b>	8/1/2004	T CU	0.00%
<b>Bruce PhD</b>	Heather	English	49,558	49,558	<b>1,200 act PM/R</b>	10/1/2004	T CU	0.00%
<b>Cobbs PhD</b>	Georgia	Curriculum and Instruction	48,910	48,910	<b>102 act AT/CU</b>	10/1/2004	T CU	0.00%
<b>DeGrandpre PhD</b>	Michael	Chemistry	60,922	60,922	<b>6,994 est PM/R</b>	10/1/2004	T CU	0.00%
<b>Grey PhD</b>	Ramona	Co-Director, Women's Studies Program, Political Science	48,789	48,789	<b>2,000 act AT/CU</b>	1/24/2005	T CU	0.00%
<b>Greymorning PhD</b>	Stephen	Native American Studies/ Anthropology	50,629	50,629	<b>500 act O/R (McNair Mentor)</b>	10/1/2004	T CU	0.00%
<b>Prentiss PhD</b>	William	Anthropology	47,689	47,689	<b>470 act AR/R</b>	8/25/2004	T CU	0.00%
<b>Reider PhD</b>	Barbara	Accounting and Finance	79,750	79,750	<b>1,500 act AT/D</b>	9/1/2004	P CU	0.00%
<b>Schuberg MM</b>	Margaret	Music	41,112	41,112	<b>150 act O/CU (Perform)</b>	9/26/2004	T CU	0.00%
<b>Szalda-Petree PhD</b>	Allen	Psychology	59,986	59,986	<b>7,798 act GA/R</b>	9/1/2004	T CU	0.00%
<b>(C3 ) FACULTY; Assistant Professors</b>								
<b>Bradley - Browning MFA</b>	Nicole	Drama/Dance	39,500	39,500	<b>975 act O/CU (Perf Concert &amp; Rehearsal)</b>	9/1/2004	P CU	0.00%
<b>Farrier EdD</b>	Merle	Educational Leadership and Counseling	49,231	49,231	<b>2,518 act AT/CU</b>	8/30/2004	P CU	0.00%
<b>Gilcrest PhD</b>	David	English (Adjunct)	38,000	38,000	<b>1,000 act SR/D</b>	8/16/2004	NT CU	0.00%

<b>Gordon JD</b>	Stacey	Interim Director, Law Library, Reference/ Acquisitions Librarian (Adjunct)	41,320	41,320	<b>5,614 act PM/R</b>	8/21/2004	NT CU FY	0.00%
<b>Harris PhD</b>	Kari Jo	Psychology (Research)	70,500	70,500	<b>300 act SP/R</b>	9/24/2004	NT R	0.00%
<b>McCaw EdD</b>	William	Educational Leadership and Counseling (Research)	51,484	51,484	2,667 BB/CU <b>1,602 act AT/CU</b>	8/30/2004	P CU	0.00%
<b>McGuirl PhD</b>	Michele	Division of Biological Sciences	41,700	41,700		11/1/2004 CF	P <b>FR: .80 CU</b> <b>TO: .50 CU</b>	0.00%
			49,500	49,500			<b>FR: .20 R</b> <b>TO: .50 R</b>	0.00%
<b>McKeown PhD</b>	Ashley	Anthropology	45,000	45,000	<b>3,000 act SR/D</b>	8/2/2004	P CU	0.00%
<b>Millan DMA</b>	Luis	Director of University Orchestras, Music	43,500	43,500	<b>150 act O/CU (Perform)</b>	9/26/2004	P CU	0.00%
<b>Romero PhD</b>	Sergio	<b>FR:</b> Instructor, Sociology <b>TO:</b> Assistant Professor, Sociology	37,000	42,000		9/4/2004 D	P CU	13.51%
<b>Saber PhD</b>	Hashim	Mathematical Sciences (Adjunct/Research)	38,192	38,192	<b>1,564 est PM/R</b>	9/15/2004	NT .53 CU	0.00%
<b>Spruell PhD</b>	Paul	Division of Biological Sciences (Adjunct/Research)	39,528	39,528	<b>4,000 act AT/CU</b>	1/24/2005	NT R FY	0.00%
<b>Swaney PhD</b>	Gyda	Psychology	48,241	48,241	<b>2,029 act O/R (Advise &amp; Write for Publ)</b> <b>9,648 act GA/R</b>	10/1/2004 9/1/2004	P .70 CU .30 R	0.00%
<b>Tonon JD</b>	Margaret	Director, Student Affairs, School of Law	79,318	79,318	<b>802 act SR/R</b>	8/1/2004	NT CU	0.00%

**(C4 ) FACULTY; Instructors**

<b>Campana MA</b>	Joseph	English (Adjunct)	32,000	32,000	<b>1,000 act SR/D 1,474 est O/CU (Score Exams Writing Ctr)</b>	8/16/2004 9/30/04	NT CU	0.00%
<b>Crepeau MS</b>	Josef	Applied Arts and Sciences, Level III, College of Technology	41,854	41,854	<b>3,500 act AT/D</b>	8/30/2004	T CU	0.00%
<b>Elam BA</b>	Jacqueline	Business Technology, Level I (Adjunct), College of Technology	32,658	32,658	<b>500 act O/CU (Advising)</b>	10/1/2004	NT CU	0.00%
<b>Jakes MA</b>	Penny	Business Technology, Level IV, College of Technology	49,711	49,711	<b>742 act O/D (Cisco Reg Train Center)</b>	9/1/2004	T CU	0.00%
<b>Nielsen BS</b>	Mary	Health Professions, Level II, College of Technology	37,341	37,341	<b>366 act SR/CU</b>	5/22/2004	P CU	0.00%
<b>Reimer MA</b>	Eric	Assistant Director of Composition, English (Adjunct)	40,500	40,500	<b>1,000 act SR/D</b>	8/16/2004	NT CU	0.00%
<b>Wafstet MA</b>	Margaret	Health Professions, Level IV, College of Technology	48,554	48,554	<b>356 act SR/CU</b>	5/24/2004	T CU	0.00%
<b>TOTALS AND AVERAGE INCREASE</b>			<b>4,112,308</b>	<b>4,155,088</b>				<b>1.04%</b>
<b>(2) NEW POSITIONS AND REPLACEMENTS</b>								
<b>(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>								
<b>Gannon BA</b>	Robert	Director, Human Resource Services	70,504	75,000		11/25/2004 (Crego)	NT CU	6.38%
<b>(C2) FACULTY; Associate Professors</b>								
<b>Suarez</b>	Alirica	Biomedical and Pharmaceutical Sciences (Visiting/Research)		45,754		10/1/2004 New	NT .85 R FY	
<b>(C3) FACULTY; Assistant Professors</b>								
<b>Ezenwa PhD</b>	Vanessa	Division of Biological Sciences		46,500		8/25/2004 New	P CU	
<b>Lanchy PhD</b>	Jean	Division of Biological Sciences (Research)		52,000		10/1/2004 New	NT R	

<b>Preston PhD</b>	Christopher	Philosophy (Adjunct)	30,594	8/25/2004 New	NT .50 CU
<b>(3) END OF EMPLOYMENT</b>					
<b>(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS &amp; DEATHS</b>					
<b>ACADEMIC AND NON-ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>					
<b>DeCou</b>	Nancy	Director, Administrative Information Systems Support, Information Technology		11/30/2004	NT
<b>(A1) FACULTY; Professors</b>					
<b>Huff PhD</b>	Thomas	Philosophy		5/14/2005	T
<b>Marcum PhD</b>	Carroll	College of Forestry and Conservation		12/17/2004	T
<b>(A3) FACULTY; Assistant Professors</b>					
<b>Gant MFA</b>	Shaun	English (Adjunct)		7/1/2004	NT
<b>Jepson BA</b>	Stacia	Curriculum and Instruction/Co-Teach (Adjunct)		12/18/2004	NT
<b>(B) LEAVE OF ABSENCE</b>					
<b>(B1) FACULTY; Assistant Professor</b>					
<b>Bendick PhD</b>	Rebecca	Geology		8/25/04 - 5/14/05	P
<b>Ezenwa PhD</b>	Vanessa	Division of Biological Sciences		8/25/04 - 5/14/05	P
<b>Lowe PhD</b>	Winsor	Division of Biological Sciences		8/25/04 - 3/15/05	P
<b>SALARY CHANGE OR ADDITION LEGEND:</b> 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\		<b>FUNDING SOURCE LEGEND:</b> CU = Current unrestricted R = Restricted A = Auxiliary D = Designated O = Other		<b>TENURE LEGEND:</b> NT = Non-tenurable T = Tenured P = Probationary	
				<b>STIPEND LEGEND:</b> DC = Dept. Chair/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties	
				<b>EXTRA COMP LEGEND:</b> <b>est</b> = Estimated <b>act</b> = Actual <b>GA</b> = Grant administration <b>ST</b> = summer teaching <b>SR</b> = summer research <b>AT</b> = Additional AY teaching <b>AR</b> = Additional AY research <b>SP</b> = Speaking <b>PM</b> = Project management <b>O</b> = Other (must specify)	
<b>* NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum.</b>					