

## ITEM 120-2700-R0903 Staff: Montana State University-Billings

Name		Current/Former Position Title	Replaces (salary)	Current 2002-03 Base Salary	2002-03 Stipend or Extra Comp.*	Tenure	Funding Source & FTE (exceptions only)	New Position Title (if changed)	New 2003-04 Base Salary	Effective Date	2003-04 Stipend or Extra Comp.*	Tenure	Funding Source & FTE (exceptions only)	Change in Base Over 2003	Comments
Last	First														
<b>(1) CHANGES IN RANK/TENURE, RESPONSIBILITY, SALARY:</b>															
Cech M.N.M.	John	Dean College of Technology		85,000		NT	CU		85,000	7/1/03		NT	CU		
Everett M.A.	Karen	Registrar, Director Admissions & Records		63,831		NT	CU		63,831	7/1/03		NT	CU		
Howell M.L.S.	Jane	Director Library Services		68,136		NT	CU		68,136	7/1/03		NT	CU		
Michels Ph.D.	Joseph	Dean College of Business		100,000		NT	CU		100,000	7/1/03		NT	CU		
Park Ph.D.	Janie	Provost, Academic Vice Chancellor		109,049		NT	CU		109,049	7/1/03		NT	CU		
Rhine Ph.D.	R&y	Dean College of Professional Studies & Lifelong Learning		98,932	10,000	NT	CU		98,932	7/1/03	10,000	NT	CU		BB Administrative Stipend
White Ph.D.	George	Dean College of Education & Human Services		91,936	8,000	NT	CU		91,936	7/1/03	8,000	NT	CU		BB Director Graduate Studies
Zirker Ph.D.	Daniel	Dean College of Arts & Sciences		92,688		NT	CU		92,688	7/1/03		NT	CU		
<b>(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>															
Anderson B.S., C.P.A.	LeAnn	Director Financial Services		64,294		NT	CU		64,294	7/1/03		NT	CU		
Andersen B.S.	Shelly	Assoc Director of Admissions, Letter of Appointment		40,560		NT	CU	Assoc Director of Admissions, Board of Regents	42,000	7/1/03		NT	CU		
Aumend B.S.	Jeffrey	Head Women's Softball Coach, Intercollegiate Athletics		31,824		NT	CU		31,824	7/1/03		NT	CU		
Barber Ph.D.	Michael	Chief Information Officer, Information Technology		86,998		NT	D		86,998	7/1/03		NT	D		
Barfield M.A.	Eakle	Director Facilities Services		80,510		NT	CU		80,510	7/1/03	*80.00 act	NT	CU		*O=Cooperative Educ Faculty Supervision
Benge Ph.D.	Daniel	Director Upward Bound & Educational Talent Search		58,000		NT	R		58,000	7/1/03		NT	R		
Berg A.A., A.S.	Sharian	Executive Asst Chancellor's Office		34,000		NT	CU		34,000	7/1/03		NT	CU		
Braun M.Ed.	Gwen	Co-Coordinator Academic Support Center, Letter of Appointment		33,000		NT	CU 38% D 62%	Director, Acad Support Ctr, Board of Regents	36,000	7/1/03		NT	CU 38% D 62%		
Carey Ph.D.	C.A.	Director, Grants & Sponsored Programs		65,000		NT	CU		65,000	7/1/03		NT	CU		

September 25-26, 2003

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Carey	Trudy	Interim Coordinator Disabilities Support Service		29,436		NT	CU	Coordinator Disabilities Support Service	29,436	5/27/03		NT	CU		
Carse M.S.	Craig	Head Men's Basketball Coach		62,594	*30,000 act	NT	CU		62,594	7/1/03	*30,000 est	NT	CU		*O=Fundraising Camps, Clinics & Tournament Responsibilities
Collins B.S., C.P.A.	Trudy	Budget Officer Budget Office		62,899		NT	CU		62,899	7/1/03		NT	CU		
Coppock B.A.	Dave	Head Cross Country Coach, Intercollegiate Athletics		29,120		NT	CU .25 fte		29,120	7/1/03		NT	CU .25 fte		
Cowen B.S.	Stephanie	Admissions Counselor College of Technology, Letter of Appointment		25,763		NT	CU	Asst Director of Admissions College of Technology, Board of Regents	30,000	7/1/03		NT	CU		
Doherty	David	Head Men's & Women's Golf Coach, Intercollegiate Athletics		34,000		NT	CU .25 fte		34,000	7/1/03		NT	CU .25 fte		
Granger	Marvin	Manager, KEMC Public Radio		47,249		NT	CU		47,249	7/1/03		NT	CU		
Gray Ph.D.	Gary	Athletic Director		86,528		T	CU		86,528	7/1/03	*2,000 est	T	CU		*O=Faculty Consultant
Hagel	Barbara	Chief of Campus Police, Campus Safety & Security		45,427		NT	CU		45,427	7/1/03		NT	CU		
Hawkins B.S.	Melina	Director Financial Aid & Scholarships		53,488		NT	CU		53,488	7/1/03		NT	CU		
Hazelbaker B.A.	Chato	Director Marketing		44,720		NT	CU		44,720	7/1/03		NT	CU		
Iverson B.S., C.P.A.	Terrie	Administrative Vice Chancellor		99,771		NT	CU		99,771	7/1/03		NT	CU		
Jaynes M.S.	Mari	Manager, Technology Services & Support		44,000		NT	CU		44,000	7/1/03		NT	CU		
Kochner M.S.	Curt	Interim Vice Chancellor for Student Affairs		85,000		NT	CU	Vice Chancellor, Student Affairs	97,750	7/1/03		NT	CU 48% A 52%		
Matavao B.S.	Paulasi	Head Women's Volleyball Coach, Intercollegiate Athletics		28,361		NT	CU		28,361	7/1/03		NT	CU		
Mclsaac-Tracy	Jeannie	Director Student Life & Housing, Letter of Appointment		48,000		NT	A	Director of Student Life/Orientation, Board of Regents	48,000	7/1/03		NT	A		
Nielsen B.S., B.A.	Jim	Director Business Services		59,396		NT	CU		59,396	7/1/03		NT	CU		
O'Brien M.A.	Kathy Mosdal	Academic Support Center, Letter of Appointment		33,000		NT	CU 38% D 62%	Asst Dir, Academic Support Center, Board of Regents	33,000	7/1/03		NT	CU 38% D 62%		

September 25-26, 2003

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Peach B.S.	Jerry	Head Tennis Coach, Intercollegiate Athletics		31,512		NT	CU		31,512	7/1/03		NT	CU		
Powers M.E.	Monica	Director Student Opportunity Services		38,500		NT	R		42,000	8/15/03		NT	R	9.10%	Increased position responsibilities
Rea B.S., B.A.	Dennis	Director Book Depot & Satellite Enterprises		58,000		NT	A		58,000	7/1/03		NT	A		
Reuss	Patricia	Director Career Services & Cooperative Education		52,061		NT	CU		52,061	7/1/03		NT	CU		
Ruoff	Dani	Head Cheerleading Coach, Intercollegiate Athletics		32,032		NT	D 025 fte		32,032	7/1/03		NT	D .25 fte		
Schuld M.A.	Dennis	Coordinator Audio Visual Services		44,869		NT	CU		44,869	7/1/03		NT	CU		
Seigle B.L.A.	Doug	Head Men's Soccer Coach		34,000		NT	CU 0.5 fte		34,000	7/1/03		NT	CU 0.5 fte		
Simon B.S., M.S.	Janet	Director Human Resources		58,000		NT	CU		58,000	7/1/03		NT	CU		
Tooley BSBA, CPA	Elizabeth	Asst to the Dean, Business Manager, College of Technology		37,554		NT	CU	Director of Administrative Operations	42,000	7/1/03		NT	CU	11.80%	Increased position responsibilities
Trentham M.E.	Donald	Head Women's Soccer Coach		34,000		NT	CU 0.5 fte		34,000	7/1/03		NT	CU 0.5 fte		
Webb B.S.	Julie	Asst Director of Admissions, Letter of Appointment		24,440		NT	CU	Asst Director of Admissions, Board of Regents	27,000	7/1/03		NT	D		
Woosley B.A.	Kenneth	Director University Relations		54,539		NT	CU		54,539	7/1/03		NT	CU		
Yoder Ph.D.	Tom	Director Center for Applied Economic Research		72,800		NT	CU 95% R 5%		72,800	7/1/03		NT	CU 95% R 5%		
<b>(b) FACULTY:</b>															
<b>Professors:</b>															
Acton Ed.D.	Gary	Professor English & Philosophy		61,230	**1,800 act	T	CU		61,230	8/19/03	**1,800 *5,982 est	T	CU		**DC *ST
Behm Ph.D.	Gary	Professor Music		60,766	**1,800 act	T	CU		60,766	8/19/03	**1,800 est	T	CU		**DC
Benacquista Ph.D.	Matthew	Professor Biological & Physical Sciences		51,483		T	CU		51,483	8/19/03	*10,275 act	T	CU		*SR Sabbatical AY03-04
Benedict Ph.D.	George	Professor English & Philosophy		59,837		T	CU		59,837	8/19/03	*4,966 act	T	CU		*ST

September 25-26, 2003

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Brown	Doug	Professor Business Academic Programs		60,757		T	CU		60,757	8/19/03	*10,025 act	T	CU		*ST
Bulgatz	Marvin	Professor Psychology		61,230		T	CU		61,230	8/19/03	*10,103 act	T	CU		
Campbell	Michael	Professor Business Academic Programs		67,214		T	CU		67,214	8/19/03	*15,090 act	T	CU		*ST, SR
Cast	Brian	Professor Art		52,866	**1,800 act	T	CU		52,866	8/19/03	**1,800 est *5,288 act	T	CU		**DC, *ST
Chen	Oliver	Professor Mathematics		58,448		T	CU		58,448	8/19/03	*6,429 act	T	CU		*ST
Christensen	Linda	Professor Special Education, Counseling, Reading & Early Childhood		56,592		T	CU		56,592	8/19/03	*11,838 act	T	CU		*ST, O=online course
Coffman	Stephen	Professor Communication & Theatre		57,056	**1,800 act	T	CU		57,056	8/19/03	**1,800 est	T	CU		**DC
Coffman	Victoria	Professor Communication & Theatre		61,694		T	CU		61,694	8/19/03	*17,173 act	T	CU		*ST, O=online course
Cromley	Dorothea	Professor Music		54,272		T	CU		54,272	8/19/03		T	CU		
Davis	Alan	Professor Special Education, Counseling, Reading & Early Childhood		53,809		T	CU		53,809	8/19/03	*9,736 act	T	CU		*ST, O=grant stipend
Davison	David	Professor Educational Theory & Practice, Mathematics		63,712		T	CU		63,712	8/19/03	*13,305 act	T	CU		Joint Appointment *ST, O=online course development
Farsio	Farzad	Professor Business Academic Programs		67,553		T	CU		67,553	8/19/03	*14,146 est	T	CU		*ST, O=online summer teaching
Fishbaugh	Mary	Professor Special Education, Counseling, Reading & Early Childhood		51,933	**1,800 act	T	CU		51,933	8/19/03	**1,800 est *2,000 est	T	CU		**DC, *O=Online teaching
Floyd	Joe	Professor History, Native American Studies, Political Science, & Sociology		58,448		T	CU		58,448	8/19/03	*10,251 est	T	CU		*ST, O=Coop Education Supervisor, grant writing
Gross	Daniel	Professor Communication & Theatre		54,736		T	CU		54,736	8/19/03	*12,000 est	T	CU		*O=online summer teaching
Hanson	Ph.D. Carl	Professor Health, Physical Education & Human Services		49,624	**1,800 act	T	CU		49,624	8/19/03	**1,800 est *8,364 est	T	CU		**DC, *ST, O=grant stipend, online teaching

September 25-26, 2003

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Hart M.A.	Suzanne	Professor English & Philosophy		62,622		T	CU		62,622	8/19/03		T	CU		
Heiat Ph.D.	Abbas	Professor Business Academic Programs		79,308		T	CU		79,308	8/19/03	*6,583 act	T	CU		*ST
Heiat Ph.D.	Nafisseh	Professor Business Academic Programs		70,276		T	CU		70,276	8/19/03	*9,833 act	T	CU		*ST, O=online course develop & teaching
Heidenreich Ph.D.	Adrian	Professor History, Native American Studies, Political Science, & Sociology		60,766		T	CU		60,766	8/19/03	*5,044 act	T	CU		*ST
Hinthorne Ph.D.	Thomas	Professor Business Academic Programs		65,908		T	CU		65,908	8/19/03		T	CU		Sabbatical Leave Spring 2004
Howell Ph.D.	Joe	Professor Mathematics		59,421	**1,800 act	T	CU		59,421	8/19/03	**1,800 est	T	CU		**DC
Jensen Ph.D.	Theodore	Professor Modern Languages & Literatures		58,448		T	CU		58,448	8/19/03		T	CU		
Jussila M.A.A.	Neil	Professor Art		60,766		T	CU		60,766	8/19/03		T	CU		
Kamowski Ph.D.	William	Professor English & Philosophy		55,665		T	CU		55,665	8/19/03	*4,620 act	T	CU		*ST
Karnos Ph.D.	David	Professor English & Philosophy		57,983		T	CU		57,983	8/19/03	*14,313 est	T	CU		*ST, O=online course development & teaching
Khaleel Ph.D.	Tasneem	Professor Biological & Physical Sciences		61,230	**1,800 act	T	CU		61,230	8/19/03	**1,800 est *7,635 act	T	CU		**DC, *ST
Landis Ph.D.	Connie	Professor Art		57,521		T	CU		57,521	8/19/03		T	CU		
Lord Ed.D.	Russell	Professor Educational Theory & Practice, Health, Physical Education & Human Services		57,520		T	CU		57,520	8/19/03	*10,831 est	T	CU		Joint Appointment *ST, O=online teaching
Madden Ed.D.	George	Professor Educational Theory & Practice		62,622		T	CU		62,622	8/19/03	*5,198 act	T	CU		*ST
McNally Ph.D.	Mary	Professor Business Academic Programs		65,605		T	CU		65,605	8/19/03		T	CU		
Metheny D.A.	Dixie	Professor Educational Theory & Practice, Mathematics		56,374		T	CU		56,374	8/19/03	*15,620 est	T	CU		Joint Appointment *ST, O=online teaching
Miller Ph.D.	Kenneth	Professor Educational Theory & Practice		51,021	**1,800 act	T	R 25% CU 75%		51,021	8/19/03	**1,800 est *14,686 est	T	R 25% CU 75% for 1/2 yr		**DC, *ST, O=online teaching, grant stipend

September 25-26, 2003

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Moses Ph.D.	Norton	Professor History, Native American Studies, Political Science, & Sociology		61,694		T	CU		61,694	8/19/03	*5,121 act	T	CU		*ST
Nowlin Ph.D.	James	Professor Special Education, Counseling, Reading & Early Childhood		54,736		T	CU		54,736	8/19/03	*4,543 act	T	CU		*ST
Plank Ph.D.	William	Professor Modern Languages & Literatures		64,480		T	CU		64,480	8/19/03		T	CU		
Pollock M.A.A.	John	Professor Art		57,520		T	CU		57,520	8/19/03	*6,327 act	T	CU		*ST, Sabbatical Leave AY 03-04
Randolfi Ph.D.	Ernesto	Professor Health, Physical Education & Human Services		58,163		T	CU		58,163	8/19/03	*9,597 act	T	CU		*ST, LWOP AY 03-04
Rietz Ed.D.	S&ra	Professor Special Education, Counseling, Reading & Early Childhood		59,375		T	CU		59,375	8/19/03	*16,299 est	T	CU		*ST, O=Ext Cred teaching, online teaching
Robertson Ph.D.	James	Professor Music		61,230		T	CU		61,230	8/19/03	*5,082 act	T	CU		*ST
Schaffer Ph.D.	Deborah	Professor English & Philosophy		55,200		T	CU		55,200	8/19/03		T	CU		
Schaffer Ph.D.	Rachel	Professor English & Philosophy		55,665		T	CU		55,665	8/19/03		T	CU		
Steerey Ed.D.	Lorraine	Professor Business Academic Programs		65,615	**1,800 act	T	CU		65,615	8/19/03	**1,800 est *10,946 act	T	CU		**DC, *ST, O=Coop Education Supervisor
Warren M.F.A.	Peter	Professor Art		61,230		T	CU		61,230	8/19/03		T	CU		
Wilson Ph.D.	Craig	Professor History, Native American Studies, Political Science, & Sociology		56,592	**1,800 act	T	CU		56,592	8/19/03	**1,800 est *11,901 est	T	CU		**DC, *ST, O=grant stipend, Coop Education Supervisor
Zwick Ed.D.	Thomas	Professor Biological & Physical Sciences		60,766		T	CU		60,766	8/19/03	*6,684 act	T	CU		*ST
<b>Assoc Professors:</b>															
Chesarek M.S., CPA	Dawn	Assoc Professor Business Academic Programs		58,430		T	CU		58,430	8/19/03		T	CU		LWOP
Dennis Ph.D.	Michael	Assoc Professor Biological & Physical Sciences		48,786		T	CU		48,786	8/19/03	*9,469 est	T	CU		*ST, O=Online teaching Sabb Leave AY 03-04
Dillon Ph.D.	Brian-Willett	Assoc Professor English & Philosophy		44,387		P	CU	Professor English & Philosophy	51,465	8/19/03	*4,884 est	P	CU	16.00%	P, *ST, Ext Credit teaching

September 25-26, 2003

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Edgerton Ph.D.	Keith	Assoc Professor History, Native American Studies, Political Science, & Sociology		43,188		T	CU		43,188	8/19/03	*7,366 act	T	CU		*ST, O=Coop Education Supervisor
Gregory Ph.D.	Susan	Assoc Professor Special Education, Counseling, Reading, & Early Childhood		45,581		T	CU		45,581	8/19/03	*4,000 est	T	CU		*O=Ext Credit teaching, Sabb Leave Spring 2004
Hardt Ph.D.	Mark	Assoc Professor History, Native American Studies, Political Science, & Sociology		43,984		T	CU		43,984	8/19/03	*3,801 est	T	CU		*ST, O=Coop Education Supervisor
Harris Ph.D.	Scott	Assoc Professor Business Academic Programs		56,105		T	CU		56,105	8/19/03	*4,657 act	T	CU		*ST
Hatch Ph.D.	Doxie	Assoc Professor Psychology		43,185		T	CU		43,185	8/19/03	*7,126 act	T	CU		*ST
Havens Ph.D.	Michael	Assoc Professor Psychology		45,581	**1,800 act	T	CU		45,581	8/19/03	**1,800 est *8,683 Est	T	CU		**DC, *ST, O=online teaching
Hecimovic Ph.D.	Anton	Assoc Professor Educational Theory & Practice		45,587		T	CU	Professor Educational Theory & Practice	52,850	8/19/03	*8,862 est	T	CU	16.00%	P, *ST, O=Online teaching
Hood Ph.D.	David	Assoc Professor History, Native American Studies, Political Science, & Sociology		45,587		T	CU		45,587	8/19/03	*9,378 est	T	CU		*ST, O=grant stipend
Hoover Ph.D.	John	Assoc Professor Mathematics		50,806		T	CU		50,806	8/19/03	*6,039 act	T	CU		*ST
Larsen Ph.D.	Don	Assoc Professor Business Academic Programs		65,000		P	CU		65,000	8/19/03	*13,395 est	P	CU		*ST, SR, O=Online teaching
McBride Ph.D.	Maggie	Assoc Professor Mathematics		49,966		T	CU		49,966	8/19/03	*10,597 est	T	CU		*ST, O=online teaching
McLaughlin Ph.D.	Judith	Assoc Professor Psychology		47,586		T	CU		47,586	8/19/03	*7,852 act	T	CU		*ST
Redinger Ph.D.	Matthew	Assoc Professor History, Native American Studies, Political Science, & Sociology		41,985		T	CU		41,985	8/19/03	*8,120 est	T	CU		*O=online teaching, Coop Education Supervisor
Reitz Ed.D.	Ronald	Assoc Professor Special Education, Counseling, Reading, & Early Childhood		51,585		T	CU		51,585	8/19/03	*11,349 act	T	CU		*ST
Robinson Ph.D.	George	Assoc Professor Modern Languages & Literatures		50,785	**1,800 act	T	CU		50,785	8/19/03	**1,800 est *11,173 act	T	CU		**DC, *ST
Self Ph.D.	William	Assoc Professor Mathematics		54,163		T	CU .75 FTE		54,163	8/19/03		T	CU .75 FTE		

September 25-26, 2003

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Shaw	John	Assoc Professor Health, Physical Education, & Human Services		49,221		T	CU		49,221	8/19/03	*11,310 est	T	CU		*ST, O=Ext Cred teaching, online course develop & teaching
Streeter	Sandra	Assoc Professor Special Education, Counseling, Reading, & Early Childhood		47,586		T	CU		47,586	8/19/03	*80 est	T	CU		*O=Coop Education Supervisor
Utroske	Walter	Assoc Professor English & Philosophy		49,221		T	CU		49,221	8/19/03	*4,085 act	T	CU		*ST
Wiatr	Stanley	Assoc Professor Biological & Physical Sciences		48,387		T	CU		48,387	8/19/03	*8,016 est	T	CU		*ST, O=online teaching
Wickun	William	Assoc Professor Biological & Physical Sciences		47,041		T	CU		47,041	8/19/03	*5,340 est	T	CU		*O=online teaching
Yazak	Daniel	Assoc Professor Special Education, Counseling, Reading, & Early Childhood, Health, Physical Education, & Human Services		45,183		T	CU		45,183	8/19/03	*11,440 act	T	CU		Joint Appointment *O=Online course development, ST
<b>Asst Professors:</b>															
Balter-Reitz	Susan	Asst Professor Communication & Theatre		48,000		P	CU		48,000	8/19/03	*10,284 est	P	CU		*ST, O=online course development & instruction
Barfield	Susan	Asst Professor Educational Theory & Practice, Music		39,700		P	CU		39,700	8/19/03	*3,898 est	P	CU		*O=Coop Education Supervisor, grant stipend
Butler	David	Asst Professor Biological & Physical Sciences		40,101		T	CU	Assoc Prof Biological & Physical Sciences	42,383	8/19/03	*17,270 act	T	CU	5.69%	P *O=grant stipend
Castles	Carl	Asst Professor Biological & Physical Sciences		39,331		P	CU		39,331	8/19/03	*2,163 act	P	CU		*O=grant stipend
Colling	Kyle	Asst Professor Special Education, Counseling, Reading, & Early Childhood		40,616		P	CU		40,616	8/19/03		P	CU		
Czyz	Jerzy	Asst Professor Mathematics		48,016		T	CU		48,016	8/19/03	*5,282 act	T	CU		*ST
Diède	Mike	Asst Professor Health, Physical Education, & Human Services		48,000		P	CU		48,000	8/19/03	*10,560 act	P	CU		*ST
Dillman	Rhonda	Asst Professor Biological & Physical Sciences		41,237		T	CU		41,237	8/19/03		T	CU		
Gloege	Randall	Asst Professor English & Philosophy		45,021		T	CU		45,021	8/19/03	*7,737 est	T	CU		*ST, O=online teaching



September 25-26, 2003

## ITEM 120-2700-R0903 Staff: Montana State University-Billings

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Last	First														
Gretch Ph.D.	Daniel	Asst Professor Biological & Physical Sciences		41,614		T	CU		41,614	8/19/03		T	CU		
Haal& M.F.A.	Tami	Asst Professor English & Philosophy		41,525		P	CU		41,525	8/19/03	*9,400 est	P	CU		*O=Coop Education Supervisor, Online Teaching
Hobbs Ph.D.	Sharon	Asst Professor, Education & Human Services		40,444		T	CU	Assoc Professor, Education & Human Services	42,747	8/19/03	*6,673 act	T	CU	5.00%	P, *ST
Kelker Ed.D.	Katharin	Asst Professor Special Education, Counseling, Reading, & Early Childhood		44,015		P	CU		44,015	8/19/03	*3,653 act	P	CU		*ST
Korizek-McKenzie Ed.D.	Carol	Asst Professor Special Education, Counseling, Reading, & Early Childhood		43,837		P	CU		43,837	8/19/03	*12,457 act	P	CU		*ST
Lee M.S.	Noreen	Asst Professor Health, Physical Education, & Human Services		42,985		T	CU		42,985	8/19/03	*8,593 act	T	CU		*ST, O=online course development
McEnany Ph.D.	Judith	Asst Professor Educational Theory & Practice		45,398		T	CU	Assoc Professor Educational Theory & Practice	47,887	8/19/03	10,518 act	T	CU	5.50%	P, *ST, O=online course development
McMullen Ph.D.	Matthew	Asst Professor Psychology		40,101		T	CU	Assoc Professor Psychology	42,383	8/19/03	*12,822 est	T	CU	5.70%	P, *O=grant stipend, online teaching
Sah Ph.D.	Rakesh	Asst Professor Bus Acad Programs		62,968		P	CU		62,968	8/19/03	*10,390 act	P	CU		*ST
Sanders Ph.D.	Jeffrey	Asst Professor History, Native American Studies, Political Science, & Sociology		40,101		T	CU	Assoc Professor History, Native American Studies, Political Science, & Sociology	42,383	8/19/03	*8,245 est	T	CU	5.70%	P, *O=grant stipend, online teaching
Sindt M.S.	Kathleen	Asst Professor Educational Theory & Practice		39,724		P	CU		39,724	8/19/03	*9,739 est	P	CU		*ST, O=grant stipend
Siring Ph.D.	Rosemary	Asst Professor Special Education, Counseling, Reading, & Early Childhood		43,981		P	CU		43,981	8/19/03	*11,168 est	P	CU		*ST, O=online teaching
Snyder Ph.D.	Stuart	Asst Professor Biological & Physical Sciences		38,578		P	CU		38,578	8/19/03	*5,324 act	P	CU		*ST
Vettel-Becker Ph.D.	Patricia	Asst Professor Art		39,879		P	CU		39,879	8/19/03	*120 act	P	CU		*O=Coop Education Supervisor
<b>University Lecturers:</b>															
Amundson M.S.	Gary	Lecturer Business Academic Programs		38,504		NT	CU 0.5 FTE		38,840	8/19/03	*12,800 est	NT	CU 0.5 FTE	0.87%	Holds .50 FTE Letter of Appointment for Outreach Program *O=online teaching
Ballard M.Ed.	Jack	Lecturer Educational Theory & Practice		31,446		NT	CU 0.5 FTE		31,738	8/19/03		NT	CU 0.5 FTE	0.93%	%=Contract step increase.

September 25-26, 2003

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Last	First														
Fazel Ph.D.	Shokoofeh	Lecturer Business Academic Programs		39,182		NT	CU		39,538	8/19/03	*7,052 est	NT	CU	0.91%	*ST, O=online teaching. %=Contract step increase.
Fordham M.M.	Barbara	Lecturer Music		33,452		NT	CU		33,762	8/19/03	*2,777 act	NT	CU	0.93%	*ST, %=Contract step increase.
Holman M.S.	Patricia	Lecturer Business Academic Programs		40,180		NT	CU		40,180	8/19/03	*6,500 est	NT	CU		*O=online teaching
Holt M.A.T.	Kathy	Lecturer Educational Theory & Practice		31,154		NT	CU .50 fte		31,444	8/19/03	*2,586 act	NT	CU .50 fte	0.93%	*ST. Holds .50 fte appointment with Certification & Field Experience. %=Contract step increase.
Hoover M.Ed.	Holly	Lecturer Mathematics		32,711		NT	CU		33,017	8/19/03		NT	CU	0.94%	%=Contract step increase.
Jorden B.M.E.	Lesley	Lecturer Music		30,572		NT	CU 0.5 FTE		30,862	8/19/03		NT	CU 0.5 FTE	0.95%	%=Contract step increase.
Kemmerer Ph.D.	Lisa	Lecturer English & Philosophy		32,213		NT	CU		32,523	8/19/03		NT	CU	0.96%	%=Contract step increase.
Nettiksimmons M.A.	Dennis	Lecturer Honors Program		33,517		NT	CU		33,807	8/19/03	*2,000 est	NT	CU	0.87%	*O=online teaching. %=Contract step increase.
Peters M.Ed.	Deborah	Lecturer Health Administration		32,318	*3,000 act	NT	CU		32,610	8/19/03	*3,000 est	NT	CU	0.90%	Program Manager Health Administration. %=Contract step increase.
Preston Ph.D.	Marilyn	Lecturer Psychology		35,620		NT	CU 0.5 FTE		35,930	8/19/03		NT	CU 0.5 FTE	0.87%	%=Contract step increase.
Pugh M.F.A.	Randall	Lecturer Communication & Theatre		30,862		NT	CU		31,153	8/19/03	*6,000 est	NT	CU	0.94%	*O=online teaching. %=Contract step increase.
Rust M.A., M.S.	Thomas	Lecturer History, Native American Studies, Political Science, Sociology		30,280		NT	CU		30,572	8/19/03	*6,400 est	NT	CU	0.96%	*O=online teaching. %=Contract step increase.
Tayer Ph.D.	Laura	Lecturer Biological & Physical Sciences		33,142		NT	CU		33,452	8/19/03		NT	CU	0.94%	%=Contract step increase.
Tilton M.A.	Melinda	Lecturer Communication & Theatre		33,483		NT	CU		33,774	8/19/03	*9,360 est	NT	CU	0.87%	*O=Coop Education Supervisor, Online Teaching. %=Contract step increase.
Wallace Ph.D.	Squy	Lecturer Business Academic Programs		42,032		NT	CU .75 FTE		42,390	8/19/03		NT	CU .75 FTE	0.85%	%=Contract step increase.
Zyzda M.F.A.	Cynthia	Lecturer Art		31,903		NT	CU		32,213	8/19/03		NT	CU	0.97%	%=Contract step increase.

Instructors: College of Technology

ITEM 120-2700-R0903 Staff: Montana State University-Billings

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Last	First														
Alexander B.S.	Duane	Instructor Auto Repair & Refinishing		34,968		T	CU		34,968	8/19/03		T	CU		
Baack M.A.	Susan	Instructor Related/General Education		40,270		T	CU		40,270	8/19/03		T	CU		
Bauer B.S.	Paul	Instructor Drafting Technology		36,717		T	CU		36,717	8/19/03		T	CU		
Becker B.S.	Ed	Instructor Auto Repair & Refinishing		36,423		T	CU		36,423	8/19/03		T	CU		
Brewer A.A.S.	Chris	Instructor Heating, Vent, Air Cond, & Refrig		30,519		P	CU		30,519	8/19/03		P	CU		
Brumley M.Ed.	Bruce	Instructor Business & Information		40,860		T	CU		40,860	8/19/03	*750 est	T	CU		*O=Ext Cred Instruction
Carpenter	Tex	Instructor Diesel Technology		41,548		T	CU		41,548	8/19/03		T	CU		
Conner Rosberg Ph.D.	Audrey	Instructor Health Occupations		37,923		T	CU		37,923	8/19/03	*2550 est **1,400 act	T	CU		*ST, O=Ext Credit Teaching, **DC
Floyd B.S.N.	Susan	Instructor Health Occupations		36,423		T	CU		36,423	8/19/03	*1,800 act	T	CU		*ST
Frimodig B.S.N.	Patsy	Instructor Health Occupations		31,995		P	CU		31,995	8/19/03		P	CU		
Gagnon B.S.	Lavurn	Instructor Automotive Technology		35,437		P	CU		35,437	8/19/03		P	CU		
Gurchiek M.S.	David	Instructor Health Occupations		37,717		P	CU		37,717	8/19/03	*480 est	P	CU		*O=Coop Education supervision
McDade M.S.	Julia	Instructor Related/General Education		37,127		P	CU		37,127	8/19/03		T	CU		
McKenzie B.A.S.	Craig	Instructor Trades & Industry		36,127		T	CU		36,127	8/19/03	*2,240 est	T	CU		*O=Coop Education Supervisor, online teaching
Mullaney B.S.	Janet	Instructor Business & Information		35,988		T	CU		35,988	8/19/03	*240 act	T	CU		*O=Coop Education Supervisor
Pedula M.S.	Barbara	Instructor Related/General Education		41,451		T	CU		41,451	8/19/03		T	CU		
Robertus Ph.D.	Robert	Instructor Process Plant Technology		42,655		T	CU		42,655	8/19/03	*6,528 act	T	CU		*ST
Schmitz M.Ed.	R&all	Instructor Business & Information		43,221		T	CU		43,221	8/19/03	*8,075 est **1,400 act	T	CU		*O=online teaching, Ext Credit Teaching, **DC
Schrag M.S.	Loren	Instructor Health Occupations		35,061		P	CU		35,061	8/19/03	**1,400 est	T	CU		**DC
Urbaniak B.S.L.S.	Tim	Instructor Drafting Technology		38,308		T	CU		38,308	8/19/03	*11,600 act **1,400 act	T	CU		*ST, O= Ext Credit Teaching **DC

September 25-26, 2003

## ITEM 120-2700-R0903 Staff: Montana State University-Billings

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Last	First														
Vezey M.S.	J.D.	Instructor Metal Fabrication		51,190		T	CU		51,190	8/19/03		T	CU		
<b>(a) FACULTY</b>															
Arndt J.D.	Debra	Asst Prof Business Acad Prog	Daily 75,000			P	CU		75,000	8/19/03		P	CU		
Atkins MBA	Simon	Asst Prof Business Acad Prog	Nadler 65,000			P	CU		41,309	8/19/03		NT	CU		
Barron Ph.D.	James	Asst Prof Business Acad Prog	Albrecht 36,394	New		P	CU		39,670	8/19/03		P	CU		
Gilbertz Ph.D.	Susan	Asst Professor Environmental Studies	Guizlo 37,442			P	CU		50,000	8/19/03		P	CU		
Hadden M.S.	Joanna	Asst Professor Educational Theory & Practice	LaCounte 55,665			T	CU		37,850	8/19/03		P	CU		
Honea M.A.	Joy	Asst Professor History, Native American Studies, Political Science & Sociology	Kuecker 40,221			NT	CU		37,122	8/19/03		NT	CU		
Johnston M.A.	Allison	Asst Prof Business Acad Prog	Chesarek 58,430			T	CU		41,309	8/19/03		NT	CU		
Laurin Ph.D.	Kathleen	Asst Professor Health, Physical Education, & Human Services Special Educ, Counseling, Reading, Early Childhood	Nordstrom 33,517			P	CU		40,000	8/19/03		P	CU		Joint appointment
Leonard M.B.A.	Jennifer	Asst Prof Business Acad Prog	Spicer 69,348			P	CU		72,262	8/19/03		P	CU		
Otjen Ph.D.	Agnes J	Asst Prof Business Acad Prog	Brotherton 67,600			P	CU		65,000	8/19/03		P	CU		
Scott Ph.D.	Jerry	Asst Professor Health Admin.	New			NT	CU		56,500	8/19/03		FT	CU		
Allard M.S.	W. Gregory	Lecturer Special Education, Counseling, Reading, & Early Childhood	Ayres \$43,587	New		NT	CU		38,000	8/19/03		NT	CU		
Gurney M.B.A.	Brian	Instructor College of Technology	Gurney \$34,457	New		NT	CU	Lecturer Business Academic Programs	36,162	8/19/03	*3,500 est	NT	CU		*O=online course development & teaching
Morgan Ph.D.	Loretta	Lecturer Health, Physical Education, Human Services	McKechnie 41,332	New		T	CU		36,240	8/19/03		NT	CU		

September 25-26, 2003

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Last	First														
Sieve M.A.	Jennifer	Lecturer English & Philosophy	Klinikowski 29,399	New		NT	CU		30,280	8/19/03		NT	CU		
Stewart MSPR	Karen	University Lecturer Communication & Theatre	Burford 31,342			NT	CU .50 FTE		30,280	8/19/03		NT	CU .50 FTE		
Trehwella B.S.	Merry Jane	University Lecturer Educational Theory & Practice	Trehwella/Henry 30,592			NT	CU		31,154	8/19/03		NT	CU		
Woolston Ph.D.	William Dee	Lecturer Psychology	New						32,213	8/19/03		NT	CU 0.5 fte		
<b>Instructors:</b>															
Harrison	James	Instructor Trade & Industry	New						31,793	8/19/03		NT	CU		
Kent M.S.	Allen	Instructor Computer Systems Technician	Kent 35,297			NT	CU		35,346	8/19/03		NT	CU		
Mendenhall B.S.	Michelle	Instructor Nursing	Mendenhall 31,895			NT	CU		31,895	8/19/03		NT	CU		
Pfau B.S.	Katherine	Instructor Automotive Technology	Pfau 29,043			NT	CU		29,043	8/19/03		NT	CU		
Rieke M.S.	Deanna	Instructor Health Occup	Rieke 36,438			NT	CU		36,438	8/19/03		NT	CU		
Zuck M.P.A.	Barbara	Instructor Business & Information	Zuck 36,438			NT	CU .50 fte		36,438	8/19/03		NT	CU		
<b>(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>															
Slone M.S.	Melissa	Head Coach, Women's Basketball, Intercollegiate Athletics	New						55,000	8/15/03		NT	CU		
<b>(4) END OF EMPLOYMENT FACULTY</b>															
Hadden M.S.	Joanna	University Lecturer Educational Theory & Practice								6/6/03					
LaCounte Ph.D.	Marlene	Professor Educational Theory & Practice								6/30/03					
Ridgeway M.S.	Karen	Head Women's Basketball Coach, Intercollegiate Athletics								6/30/03					
Swan M.L.S.	Paula	Asst Professor Library								8/19/02					LWOP AY 02-03
<b>(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>															

September 25-26, 2003

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Last	First															
Zentz M.S.	Marlene	Technology Integration Specialist / Assoc Project Director								8/29/03					Retired	
* NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum,																
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 & 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		