

ITEM 124-2700-R0904; Staff; Montana State University-Billings							September 24, 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								
Andersen B.S.	Shelly	Associate Director of Admissions	42,000	42,000		7/1/04	NT CU	0%
Anderson B.S., C.P.A.	LeAnn	Director Financial Services	64,294	64,294		7/1/04	NT CU	0%
Aumend B.S.	Jeffrey	Head Women's Softball Coach, Intercollegiate Athletics	31,824	31,824		7/1/04	NT CU	0%
Barber Ph.D.	Michael	Chief Information Officer, Information Technology	86,998	86,998		7/1/04	NT D	0%
Barfield M.A.	Eakle	Director Facilities Services	80,510	80,510		7/1/04	NT CU	0%
Benge Ph.D.	Daniel	Director Upward Bound and Educational Talent Search	58,000	58,000		7/1/04	NT R	0%
Berg A.A., A.S.	Sharian	Executive Assistant Chancellor's Office	34,000	34,000		7/1/04	NT CU	0%
Braun M.Ed.	Gwendolyn	Director Academic Support Center	36,000	36,000		7/1/04	NT 50% CU 50% D	0%
Burckley B.S.	Roger	Head Men's Golf Coach and Director of Golf Programs Intercollegiate Athletics	30,000	30,000		7/1/04	NT CU .25 FTE	0%
Carey Ph.D.	C.A.	Grants Director	65,000	65,000	8,000 AT Est.	7/1/04	D Extra Comp CU	0%

Carse M.S.	Craig	Head Men's Basketball Coach Intercollegiate Athletics	92,594	92,594		7/1/04	NT 67.6% CU 32.4% D CU	0%
Collins B.S., C.P.A.	Trudy	Budget Officer Budget Office	62,899	62,899		7/1/04	NT CU	0%
Coppock B.A.	Dave	Head Cross Country Coach, Intercollegiate Athletics	29,120	29,120		7/1/04	NT CU .25 FTE	0%
Cowen B.S.	Stephanie	Assistant Director of Admissions/COT College of Technology	30,000	30,000		7/1/04	NT CU	0%
Granger	Marvin	Manager, KEMC Public Radio	47,249	47,249		7/1/04	NT CU	0%
Gray Ph.D.	Gary	Athletic Director Intercollegiate Athletics	86,528	86,528		7/1/04	NT CU	0%
Hagel B.S.	Barbara	Chief of Campus Police, Safety Officer Campus Safety and Security	45,427	45,427		7/1/04	NT CU	0%
Hawkins B.S.	Melina	Director Financial Aid and Scholarships	53,488	53,488		7/1/04	NT CU	0%
Iverson B.S., C.P.A.	Terrie	Administrative Vice Chancellor	99,771	99,771		7/1/04	NT CU	0%
Jaynes M.S.	Mari	Manager, Technology Services and Support	44,000	44,000		7/1/04	NT CU	0%
Johannes M.S.	Cheri	Director and Acting Assistant Registrar Advising Center	35,000	35,000	7,000 AD	7/1/04	NT CU	0%
Kochner M.Ed.	Curt	Vice Chancellor for Student Affairs	97,750	97,750		7/1/04	NT CU	0%
Matavao B.S.	Paulasi	Head Women's Volleyball Coach, Intercollegiate Athletics	28,361	28,361		7/1/04	NT CU	0%
Nielsen B.S., B.A.	Jim	Director Business Services	59,396	59,396		7/1/04	NT CU	0%

O'Brien M.A.	Kathy Mosdal	Assistant Director Academic Support Center	33,000	33,000		7/1/04	NT 50% CU 50% D	0%
Peach B.S.	Jerry	Head Tennis Coach, Intercollegiate Athletics	31,538	31,538		7/1/04	NT CU	0%
Powers M.Ed.	Monica	Director Student Opportunity Services	42,000	42,000		7/1/04	NT R	0%
Rea B.S., B.A.	Dennis	Director Book Depot and Satellite Enterprises	58,000	58,000		7/1/04	NT A	0%
Reuss M.S.	Patricia	Director Career Services and Cooperative Education	52,061	52,061		7/1/04	NT CU	0%
Rickard Ph.D.	Scott	Director Center for Applied Economic Research	72,800	72,800		7/1/04	NT CU	0%
Ruoff B.S.L.S.	Dani	Head Cheerleading Coach and Assistant Development & Marketing Intercollegiate Athletics	32,000	32,000		7/1/04	NT D	0%
Schuld M.A.	Dennis	Coordinator Audio Visual Services	44,869	44,869		7/1/04	NT CU	0%
Seigle B.L.A.	Doug	Head Men's Soccer Coach Intercollegiate Athletics	30,000	30,000		7/1/04	NT CU .75 FTE	0%
Simon B.S., M.S.	Janet	Director Human Resources	58,000	58,000		7/1/04	NT CU	0%
Tooley B.S.B.A., C.P.A.	Elizabeth	Director of Administration Operations College of Technology	42,000	42,000		7/1/04	NT CU	0%
Trentham M.E.	Donald	Head Women's Soccer Coach & Director of Soccer Programs Intercollegiate Athletics	36,000	36,000		7/1/04	NT CU	0%
Van Atta B.A.	Shelley	Director University Relations	60,000	60,000		7/1/04	NT CU	0%

Webb B.S.	Julie	Assistant Director of Admissions	27,000	27,000		7/1/04	NT D	0%
Wham M.Ed.	Linda	Manager of Institutional Research	40,000	40,000		7/1/04	NT D	0%
(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Cech M.N.M.	John	Dean College of Technology	85,000	85,000		7/1/04	NT 90% CU 10% R	0%
Everett M.A.	Karen	Registrar & Director Admissions and Records Acting Director of Student Services/COT	63,831	63,831	10,000 AD	7/1/04	NT CU R (Stipend)	0%
Hanson Ph.D.	Carl	Interim Dean College of Allied Health Professions	80,000	80,000		7/1/04	T CU	0%
Howell M.L.S.	Jane	Director Library Services	68,136	68,136		7/1/04	NT CU	0%
Michels Ph.D.	Joseph	Dean College of Business	100,000	100,000		7/1/04	NT CU	0%
Park Ph.D.	Janie	Provost, Academic Vice Chancellor	109,049	109,049		7/1/04	NT 89% CU 11% D	0%
Rhine Ph.D.	Randy	Dean College of Professional Studies and Lifelong Learning	98,932	98,932	10,000 AD	7/1/04	NT CU	0%
White Ph.D.	George	Dean College of Education and Human Services	91,936	91,936	8,000 AD	7/1/04	NT CU	0%
Khaleel Ph.D.	Tasneem	Acting Dean College of Arts and Sciences	85,000	85,000		7/1/04	T CU	0%
TOTALS AND AVERAGE INCREASE			2,781,361	2,781,361				0%

(C) FACULTY; Professors								
Acton Ed.D.	Gary	Professor English and Philosophy	61,230	61,230	1,800 DC 16,400 AT 5,982 AT Est.	8/24/04	T CU	0%
Behm Ph.D.	Gary	Professor Music	60,766	60,766	1,800 DC Est.	8/24/04	T CU	0%
Benacquista Ph.D.	Matthew	Professor Biological and Physical Sciences	51,483	51,483	11,441 SR Est.	8/24/04	T CU	0%
Brown M.B.A., C.P.A.	Doug	Professor Business Academic Programs	60,757	60,757	1,670 O=CPA Seminar 10,025 ST Est.	8/24/04	T CU	0%
Bulgatz Ph.D.	Marvin	Professor Psychology	61,230	61,230	5,082 ST Est.	8/24/04	T CU	0%
Campbell M.B.A. C.P.A.	Michael	Professor Business Academic Programs	67,214	67,214	14,000 AT 4,000 SR 11,090 ST Est.	8/24/04	T CU	0%
Cast M.F.A.	Brian	Professor Art	52,866	52,866	1,800 DC 100 O=Coop Educ Spv Est.	8/24/04	T CU	0%
Chen Ph.D.	Oliver	Professor Mathematics	58,448	58,448	6,429 ST Est.	8/24/04	T CU	0%
Christensen Ph.D.	Linda	Professor Special Education, Counseling, Reading & Early Childhood	56,592	56,592	7,017 ST 10,200 AT 6,000 PM Est.	8/24/04	T CU	0%

Coffman Ph.D.	Stephen	Professor Communication and Theatre	57,056	57,056	1,800 DC 5,636 ST 17,800 AT 400 O=Coop Ed Spv Est.	8/24/04	T CU	0%
Cromley M.M.	Dorothea	Professor Music	54,272	54,272		8/24/04	T CU	0%
Davis Ph.D.	Alan	Professor Rehabilitation and Human Services	53,809	53,809	1,800 DC 4,466 ST 8,580 SR 2,700 AT 3,750 O=Ext Credit Est.	8/24/04	T CU	0%
Davison Ph.D.	David	Professor Educational Theory and Practice, Mathematics	63,712	63,712	2,000 AT 10,256 ST Est.	8/24/04	T CU	0%
Dillon Ph.D.	Brian	Professor English and Philosophy	51,465	51,465	4,272 ST Est.	8/24/04	T CU .75 FTE	0%
Edgerton Ph.D.	Keith	Professor History, Native American Studies, Political Science, & Sociology	43,188	50,098	7,126 ST 540 O=Coop Ed Spv, Elderhostel Presenter Est.	8/24/2004 P	T CU	16%
Farsio Ph.D.	Farzad	Professor Business Academic Programs	67,553	67,553	11,146 ST 1,000 SR 16,000 AT Est.	8/24/04	T CU	0%
Fishbaugh Ed.D.	Mary	Professor Special Education, Counseling, Reading & Early Childhood	51,933	51,933	1,800 DC 3,000 O=Ext Credit Instr 9,000 AT Est.	8/24/04	T CU	0%

Floyd Ph.D.	Joe	Professor History, Native American Studies, Political Science, and Sociology	58,448	58,448	4,851 ST 25,000 O=Survey 11,000 SR Est.	8/24/04	T CU	0%
Gross Ph.D.	Daniel	Professor Communication and Theatre	54,736	54,736	840 O=Coop Ed Spv 22,000 AT Est.	8/24/04	T CU	0%
Hart M.A.	Suzanne	Professor English and Philosophy	62,622	62,622	5,198 ST 2,000 SR 200 O= Coop Ed Spv Est.	8/24/04	T CU	0%
Hecimovic Ph.D.	Anton	Professor Educational Theory and Practice	52,850	52,850	8,720 ST 3,000 AT 4,700 O=Ext Cred Instr Est.	8/24/04	T CU	0%
Heiat Ph.D.	Abbas	Professor Business Academic Programs	79,308	79,308	6,583 ST 8,200 AT Est.	8/24/04	T CU	0%
Heiat Ph.D.	Nafisseh	Professor Business Academic Programs	70,276	70,276	5,833 ST 13,000 AT Est.	8/24/04	T CU	0%
Heidenreich Ph.D.	Adrian	Professor History, Native American Studies, Political Science, and Sociology	60,766	60,766	5,044 ST 2,400 AT Est.	8/24/04	T CU	0%
Hinthorne Ph.D.	Thomas	Professor Business Academic Programs	65,908	65,908	3,600 AT Est.	8/24/04	T CU	0%
Howell Ph.D.	Joe	Professor Mathematics	59,421	59,421	1,800 DC Est.	8/24/04	T CU	0%
Jensen Ph.D.	Theodore	Professor Modern Languages & Literatures	58,448	58,448		8/24/04	T CU	0%

Jussila M.A.A.	Neil	Professor Art	60,766	60,766	200 O=Coop Ed Spv	8/24/04	T CU	0%
Kamowski Ph.D.	William	Professor English and Philosophy	55,665	55,665	4,620 ST Est.	8/24/04	T CU	0%
Karnos Ph.D.	David	Professor English and Philosophy	57,983	57,983	4,813 ST 18,000 AT Est.	8/24/04	T CU	0%
Landis Ph.D.	Connie	Professor Art	57,521	57,521	2,000 AT Est.	8/24/04	T CU	0%
Lord Ed.D.	Russell	Professor Educational Theory and Practice, Health and Human Performance	57,520	57,520	4,000 Ext Cred Inst 3,000 AT 12,654 ST Est.	8/24/04	T CU	0%
Madden Ed.D.	George	Professor Educational Theory and Practice	62,622	62,622	5,198 ST Est.	8/24/04	T CU	0%
McNally Ph.D.	Mary	Professor Business Academic Programs	65,605	65,605		8/24/04	T CU	0%
Metheny D.A.	Dixie	Professor Educational Theory and Practice, Mathematics	56,374	56,374	4,778 ST 8,000 AT	8/24/04	T CU	0%
Miller Ph.D.	Kenneth	Professor Educational Theory and Practice	51,021	51,021	1,800 DC 11,050 AT 12,600 GM 9,318 ST Est.	8/24/04	T CU	0%
Moses Ph.D.	Norton	Professor History, Native American Studies, Political Science, and Sociology	61,694	61,694	5,121 ST Est.	8/24/04	T CU	0%
Nowlin Ph.D.	James	Professor Special Education, Counseling, Reading & Early Childhood	54,736	54,736	9,031 ST Est.	8/24/04	T CU	0%

Plank Ph.D.	William	Professor Modern Languages & Literatures	64,480	64,480		8/24/04	T CU	0%
Pollock M.A.A.	John	Professor Art	57,520	57,520	6,327 ST Est.	8/24/04	T CU	0%
Randolfi Ph.D.	Ernesto	Professor Health and Human Performance	58,163	58,163	1,800 DC 3,000 AT Est.	8/24/04	T CU	0%
Rietz Ed.D.	Sandra	Professor Special Education, Counseling, Reading & Early Childhood	59,375	59,375	13,063 ST 11,700 AT Est.	8/24/04	T CU	0%
Robertson Ph.D.	James	Professor Music	61,230	61,230	5,082 ST Est.	8/24/04	T CU	0%
Schaffer Ph.D.	Deborah	Professor English and Philosophy	55,200	55,200		8/24/04	T CU	0%
Schaffer Ph.D.	Rachel	Professor English and Philosophy	55,665	55,665		8/24/04	T CU	0%
Steerey Ed.D.	Lorraine	Professor Business Academic Programs	65,615	65,615	15,335 ST 5,000 SR 5,000 AT Est.	8/24/04	T CU	0%
Warren M.F.A.	Peter	Professor Art	61,230	61,230	7,035 ST Est.	8/24/04	T CU	0%
Wilson Ph.D.	Craig	Professor History, Native American Studies, Political Science, and Sociology	56,592	56,592	5,597 ST 6,000 GM Est.	8/24/04	T CU	0%
Yazak D.E.D.	Daniel	Professor Special Education, Counseling, Reading, & Early Childhood, Rehabilitation and Human Services	45,183	52,412	8,720 ST 12,200 AT Est.	8/24/2004 P	T CU	16%
Zwick Ed.D.	Thomas	Professor Biological and Physical Sciences	60,766	60,766	6,684 ST Est.	8/24/04	T CU	0%

(C) FACULTY; Associate Professors								
Butler Ph.D.	David	Associate Professor Biological & Physical Sciences	42,383	42,383	900 DC 16,620 AT 11,716 SR Est.	8/24/04	T CU	0%
Dennis Ph.D.	Michael	Associate Professor Biological & Physical Sciences	48,786	48,786	15,000 AT Est.	8/24/04	T CU	0%
de Silva Ph.D.	Suneetha	Associate Professor Special Education, Counseling, Reading, Early Childhood	New Hire	48,471		8/24/04	P CU	0%
Gregory Ph.D.	Susan	Associate Professor Special Education, Counseling, Reading, & Early Childhood	45,581	45,581	3,783 ST 8,000 AT Est.	8/24/04	T CU	0%
Hardt Ph.D.	Mark	Associate Professor History, Native American Studies, Political Science, & Sociology	43,984	43,984	3,651 ST 300 O=Coop Educ Spv Est.	8/24/04	T CU	0%
Harris Ph.D.	Scott	Associate Professor Business Academic Programs	56,105	56,105	9,257 ST Est.	8/24/04	T CU	0%
Hatch Ph.D.	Doxey	Associate Professor Psychology	43,185	43,185	7,126 ST 1,800 O= Coop Educ Spv Est.	8/24/04	T CU	0%
Havens Ph.D.	Michael	Associate Professor Psychology	45,581	45,581	1,800 DC 4,683 ST 15,000 AT Est.	8/24/04	T CU	0%
Hobbs Ph.D.	Sharon	Associate Professor Educational Theory and Practice	42,747	42,747	3,548 ST 3,500 AT Est.	8/24/04	T CU	0%

Hood Ph.D.	David	Associate Professor History, Native American Studies, Political Science, & Sociology	45,587	45,587	3,784 ST 1,800 AT 5,600 SR Est.	8/24/04	T CU	0%
Hoover Ph.D.	John	Associate Professor Mathematics	50,806	50,806	5,889 ST Est.	8/24/04	T CU	0%
Larsen Ph.D.	Don	Associate Professor Business Academic Programs	65,000	65,000	5,395 ST 8,800 AT Est.	8/24/04	P CU	0%
McBride Ph.D.	Maggie	Associate Professor Mathematics	49,966	49,966	8,844 ST 20,000 AT Est.	8/24/04	T CU	0%
McEnany Ph.D.	Judith	Associate Professor Educational Theory and Practice	47,887	47,887	3,975 Est. 3,600 AT 800 O=Ext Cred Instru Est.	8/24/04	T CU	0%
McLaughlin Ph.D.	Judith	Associate Professor Psychology	47,586	47,586	7,852 ST Est.	8/24/04	T CU	0%
McMullen Ph.D.	Matthew	Associate Professor Psychology	42,383	42,383	8,600 SR 7,500 ST Est.	8/24/04	T CU	0%
Redinger Ph.D.	Matthew	Associate Professor History, Native American Studies, Political Science, & Sociology	41,985	41,985	9,800 AT 700 SR 120 O=Coop Ed Spv Est.	8/24/04	T CU	0%
Reitz Ed.D.	Ronald	Associate Professor Special Education, Counseling, Reading, & Early Childhood	51,585	51,585	11,349 ST Est.	8/24/04	T CU	0%
Robinson Ph.D.	George	Associate Professor Modern Languages & Literatures	50,785	50,785	1,800 DC 12,073 ST 1,875 O=Ext Credit Instr Est.	8/24/04	T CU	0%

Sanders Ph.D.	Jeffrey	Associate Professor History, Native American Studies, Political Science, & Sociology	42,383	42,383	15,000 AT 1,000 O=Coop Educ Spv Est.	8/24/04	T CU	0%
Shaw M.S.	John	Associate Professor Health and Human Performance	49,221	49,221	9,150 AT 8,121 ST Est.	8/24/04	T CU	0%
Streeter Ph.D.	Sandra	Associate Professor Special Education, Counseling, Reading, & Early Childhood	47,586	47,586	4,395 O=Ext Cred Inst, Coop Educ Spv Est.	8/24/04	T CU	0%
Utroske M.A.	Walter	Associate Professor English & Philosophy	49,221	49,221	4,085 ST Est.	8/24/04	T CU	0%
Wiatr Ph.D.	Stanley	Associate Professor Biological & Physical Sciences	48,387	48,387	5,551 ST 15,000 AT Est.	8/24/04	T CU	0%
Wickun Ph.D.	William	Associate Professor Biological & Physical Sciences	47,041	47,041	12,000 AT Est.	8/24/04	T CU	0%
(C) FACULTY; Assistant Professors								
Balter-Reitz Ph.D.	Susan	Assistant Professor Communication and Theatre	48,000	48,000	3,984 ST 11,600 AT 1,600 O=Ext Cred Instr, Coop Educ Spv Est.	8/24/04	P CU	0%
Barfield Ph.D.	Susan	Assistant Professor Educational Theory & Practice, Music	39,700	39,700	3,295 ST 3,800 O=Consulting 14,000 Ext Cred Inst Est.	8/24/04	T CU	0%

Barron Ph.D.	James	Assistant Professor Biological and Physical Sciences	39,670	39,670		8/24/04	P CU	0%
Castles Ph.D.	Carl	Assistant Professor Biological & Physical Sciences	39,331	39,331	3,264 ST 2,500 SR 40 O=Coop Educ Spv Est.	8/24/04	P CU	0%
Colling Ph.D.	Kyle	Assistant Professor Rehabilitation and Human Services	40,616	40,616	500 =workshop presenter Est.	8/24/04	P CU	0%
Czyz Ph.D.	Jerzy	Assistant Professor Mathematics	48,016	48,016	5,282 ST Est.	8/24/04	T CU	0%
Diede M.S.	Mike	Assistant Professor Health and Human Performance	48,000	48,000	10,560 ST Est.	8/24/04	P CU	0%
Dillman Ph.D.	Rhonda	Assistant Professor Biological & Physical Sciences	41,237	41,237		8/24/04	T CU	0%
Eliason Ph.D.	Stephen	Assistant Professor History, Sociology, Political Science, Native American Studies	58,448	40,214		8/24/2004 New Hire	P CU	-31.20%
Gilbertz Ph.D.	Susan	Assistant Professor Environmental Studies	50,000	50,000		8/24/04	P CU	0%
Gloege Ph.D.	Randall	Assistant Professor English & Philosophy	45,021	45,021	5,050 ST 1,400 O=Coop Educ Spv Est.	8/24/04	T CU	0%
Gretch Ph.D.	Daniel	Assistant Professor Biological & Physical Sciences	41,614	41,614	6,866 ST Est.	8/24/04	T CU	0%
Grott Ph.D.	Catherine	Assistant Professor History, Sociology, Political Science, Native American Studies	New Hire	38,942		8/24/04	P CU	0%

Haaland M.F.A.	Tami	Assistant Professor English & Philosophy	41,525	41,525	18,800 AT 120 O=Coop Educ Spv Est.	8/24/04	P CU	0%
Hadden Ph.D.	Johanna	Assistant Professor Educational Theory and Practice	37,850	37,850	8,327 ST. 3,500 O=Ext Cred Inst. Est.	8/24/04	P CU	0%
Jacobson Ph.D.	Mark	Assistant Professor Mathematics	54,163	43,565		8/24/2004 New Hire	P CU	-19.57%
Kelker Ed.D.	Katharin	Assistant Professor Special Education, Counseling, Reading, & Early Childhood	44,015	44,015	3,653 ST 3,000 O=State Improv Grant Est.	8/24/04	P CU	0%
Keller Ph.D.	Sarah	Assistant Professor, Communication and Theatre	New Hire	49,000		8/24/2004 New	P CU	0%
Laurin Ph.D.	Kathleen	Assistant Professor Rehabilitation and Human Services	40,000	40,000		8/24/04	P CU	0%
Lee M.S.	Noreen	Assistant Professor Health and Human Performance	42,985	42,985	7,993 ST 10,000 AT Est.	8/24/04	T CU	0%
Leonard Ph.D.	Jennifer	Assistant Professor Business Academic Programs	75,000	75,000		8/24/04	P CU	0%
Otjen Ph.D.	Agnes J.	Assistant Professor Business Academic Programs	65,000	65,000	1,000 SR Est.	8/24/04	P CU	0%
Sah Ph.D.	Rakesh	Assistant Professor Business Academic Programs	62,968	62,968	5,226 ST 4,000 AT 1,000 SR Est.	8/24/04	P CU	0%
Schoenfeld J.D./C.P.A.	Debra	Assistant Professor Business Academic Programs	75,000	75,000	12,375 ST 215 O=CBE Seminar Est.	8/24/04	P CU	0%

Siring Ph.D.	Rosemary	Assistant Professor Special Education, Counseling, Reading, & Early Childhood	43,981	43,981	9,676 St 7,000 AT Est.	8/24/04	P CU	0%
Snyder Ph.D.	Stuart	Assistant Professor Biological & Physical Sciences	38,578	38,578	5,800 AT Est.	8/24/04	P CU	0%
Vettel-Becker Ph.D.	Patricia	Assistant Professor Art	39,879	39,879	7,000 AT 120 O=Coop Educ Spv Est.	8/24/04	T CU	0%
Wheeling Ph.D.	Barbara	Assistant Professor Business Academic Programs	58,430	80,000		8/24/2004 New Hire	P CU	36.92%
(C) FACULTY; University Lecturers								
Allard M.S.	W. Gregory	Lecturer Special Education, Counseling, Reading, and Early Childhood	38,000	38,292	4,712 ST 1,575 O=Workshop Instr/stipends Est.	8/24/04	NT CU	1%
Amundson M.S.	Gary	Lecturer Business Academic Programs	38,840	39,176	23,800 AT/ST Est.	8/24/04	NT CU	1%
Ballard M.Ed.	Jack	Lecturer Educational Theory & Practice	31,738	32,028	2,634 ST Est.	8/24/04	NT CU 0.5 FTE	1%
Fazel Ph.D.	Shokoofeh	Lecturer Business Academic Programs	39,538	39,895	3,282 ST 10,000 AT 1,000 SR Est.	8/24/04	NT CU	1%
Gurney M.B.A.	Brian	Lecturer College of Business	36,162	36,496	3,000 ST 15,000 AT Est.	8/24/04	NT CU	1%
Holman M.S.	Patricia	Lecturer Business Academic Programs	40,180	40,180	10,000 AT Est.	8/24/04	NT CU	0%

Holt M.A.T.	Kathy	Lecturer Educational Theory & Practice	31,444	31,736	2,610 ST 2,200 O=grant facilitation Est.	8/24/04	NT CU	1%
Hoover M.Ed.	Holly	Lecturer Mathematics	33,017	33,323		8/24/04	NT CU	1%
Jorden B.M.E.	Lesley	Lecturer Music	30,862	31,154		8/24/04	NT CU .75	1%
Kemmerer Ph.D.	Lisa	Lecturer English & Philosophy	32,523	32,832		8/24/04	NT CU	1%
Knudsen M.Ed.	Loyd	University Lecturer, Communications and Theatre	30,280	30,280	4,996 ST Est.	1/14/04	NT CU	0%
Marschke Ph.D.	Benjamin	University Lecturer, History, Native American Studies, Political Science, Sociology	New Hire	31,593		8/24/04	NT CU	0%
Morgan D.A.	Loretta	Lecturer Health and Human Performance	36,240	36,549		8/24/04	NT CU	1%
Nettiksimmons M.A.	Dennis	Lecturer Honors Program	33,807	34,099	15,000 AT Est.	8/24/04	NT CU 0.5 FTE	1%
Preston Ph.D.	Marilyn	Lecturer Psychology	35,930	36,240		8/24/04	NT CU 0.5 FTE	1%
Pugh M.F.A.	Randall	Lecturer Communication & Theatre	31,153	31,445	2,586 ST 27,000 AT Est.	8/24/04	NT CU	1%
Rust M.A., M.S.	Thomas	Lecturer History, Native American Studies, Political Science, Sociology Director, Honors Program	30,572	30,862	3,000 O=Summer Honors Dir 20,000 AT Est.	8/24/04	NT CU	1%

Schwalbe M.A.	Lynette	Lecturer Educational Theory & Practice	31,154	31,445		8/24/04	NT CU	1%
Sieve M.A.	Jennifer	Lecturer English & Philosophy	30,280	30,572	5,400 AT Est.	8/24/04	NT CU	1%
Sorenson M.A.	Lisa	Lecturer Communications and Theatre	30,280	30,280	750 O=Coop Educ Spv Est.	8/24/04	NT 0.5 FTE CU	0%
Stewart M.S.P.R.	Karen	Lecturer Communications and Theatre	30,280	30,572		8/24/04	NT 0.5 FTE CU	1%
Tayer Ph.D.	Laura	Lecturer Biological and Physical Sciences	33,452	33,762	1,840 ST Est.	8/24/04	NT CU	1%
Tilton M.A.	Melinda	Lecturer Communication & Theatre	33,774	34,066	11,800 AT 360 O=Coop Educ Spv Est.	8/24/04	NT CU	1%
Trehwella B.A.	Merry Jane	Lecturer Educational Theory and Practice	31,154	31,445		8/24/04	NT CU	1%
Woolston Ph.D.	William Dee	Lecturer Psychology	32,213	32,523		8/24/04	NT CU 0.5	1%
Zyzda M.F.A.	Cynthia	Lecturer Art	32,213	32,523	2,674 ST Est.	8/24/04	NT CU	1%
TOTALS AND AVERAGE INCREASE			6,178,757	6,360,329				3%
(C) FACULTY; Instructor, College of Technology								
Alexander B.S.	Duane	Instructor Auto Repair and Refinishing	34,968	35,468	88 O=testing supervision Est.	1/1/05	T CU	1%

Baack M.A.	Susan	Instructor Related/General Education	40,270	40,770	1,500 O=Curriculum Development Est.	1/1/05	T CU	1%
Bauer B.S.	Paul	Instructor Drafting Technology	36,717	37,217		1/1/05	T CU	1%
Becker B.S.	Ed	Instructor Auto Repair and Refinishing	36,423	36,923		1/1/05	T CU	1%
Brewer A.A.S.	Chris	Instructor Heating, Ventilation, Air Conditioning, and Refrigeration	30,519	31,019		1/1/05	P CU	2%
Brumley M.Ed.	Bruce	Instructor Computer Systems Technology	40,860	41,360	1,970 AT 3,600 ST Est.	1/1/05	T 83.33% CU 16.67 R	1%
Carpenter	Tex	Instructor Diesel Technology	41,548	42,048	2,300 AT Est.	1/1/05	T CU	1%
Conner Rosberg Ph.D.	Audrey	Instructor Health Occupations	42,656	43,156	4,800 ST 1,200 AT Est.	1/1/05	T CU	1%
Floyd B.S.N.	Susan	Instructor Health Occupations	36,423	36,923	750 O=Curriculum Development 3,600 AT Est.	1/1/05	T CU	1%
Frimodig B.S.N.	Patsy	Instructor Health Occupations	31,995	32,495		1/1/05	P CU	2%
Gagnon B.S.	Lavurn	Instructor Automotive Technology	36,437	36,937	500 O=Coop Educ Spv 1,500 AT Est.	1/1/05	P CU	1%
Gurchiek M.S.	David	Instructor Health Occupations	37,717	38,217	750 O=Curric Development Est.	1/1/05	P CU	1%
Kent M.S.	Allen	Instructor Computer Systems Technology	35,511	35,786	2,350 AT Est.	8/24/04	NT CU	1%

Kent M.S.	Allen	Instructor Computer Systems Technology	35,786	36,286	2,350 AT Est.	1/1/05	NT CU	1%
McDade M.S.	Julia	Instructor Related/General Education	40,860	41,360	540 O=Curric Development Est.	1/1/05	T CU	1%
McKenzie B.A.S.	Craig	Instructor Computer Systems Technology	37,127	37,627	19,800 AT Est.	1/1/05	T 75% CU 25% R	1%
Mullaney B.S.	Janet	Instructor Business and Information	35,988	36,488	360 O=Coop Educ Spv 1,500 AT Est.	1/1/05	T CU	1%
Pedula M.S.	Barbara	Instructor Related/General Education	41,451	41,951	1,800 DC	1/1/05	T CU	1%
Pfau B.S.	Katherine	Instructor Automotive Technology	29,043	29,318	1,200 AT Est.	8/24/04	NT CU	1%
Pfau B.S.	Katherine	Instructor Automotive Technology	29,318	29,818	1,200 AT Est.	1/1/05	NT CU	1%
Rieke M.S.	Deanna	Instructor Health Occup	36,438	36,438	1,200 AT Est.	8/24/04	NT CU 0.5	1%
Rieke M.S.	Deanna	Instructor Health Occup	36,468	36,938	1,200 AT Est.	1/1/05	NT CU 0.5	1%
Robertus Ph.D.	Robert	Instructor Process Plant Technology	42,655	43,155	17,800 SR 6,528 ST Est.	1/1/05	T CU	1%
Schmitz M.Ed.	Randall	Instructor Business and Information	43,221	43,721	200 O=Coop Educ Spv 4,200 AT Est.	1/1/05	T CU	1%
Schrag M.S.	Loren	Instructor Health Occupations	35,061	35,561	1,800 DC	1/1/05	T CU	1%
Urbaniak M.S.	Tim	Instructor Drafting Technology	38,308	38,808	1,800 DC 4,500 AT Est.	1/1/05	T CU	1%

Valgenti M.S.	Victor	Instructor Computer Systems Technology	35,511	36,011	1,000 O=Curric Development, Conference Presenter 600 AT Est.	1/1/05	P 75% CU 25% R	1%
Vezey M.S.	J.D.	Instructor Metal Fabrication	51,190	51,690		1/1/05	T CU	1%
Womack M.Ed.	Karen	Instructor Related/General Education	New Hire	34,136		8/24/2004	NT CU	0%
Zuck M.P.A.	Barbara	Instructor Business and Information	36,438	36,438	1,200 AT Est.	8/24/04	NT CU	0%
Zuck M.P.A.	Barbara	Instructor Business and Information	36,438	36,938	1,200 AT Est.	1/1/05	NT CU	1%
TOTALS AND AVERAGE INCREASE			1,123,345	1,136,865				1%

(2) NEW POSITIONS AND REPLACEMENTS

(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Carter B.A.	Daniel	Director of University Relations Government Relations and Publications		60,000		8/11/2004 New	NT CU	
Wooden M.S.	Kevin	Women's Basketball Coach	55,000	60,000		8/16/04	NT CU	9%

(B) FACULTY; Professors

Bummer C.	Albert	Instructor Diesel Technology	29,868	31,793		8/24/04	NT CU	6%
Christensen M.Ed.	Alan	University Lecturer Special Education, Counseling, Reading, Early Childhood		35,000		8/24/2004 New Hire	NT CU	0%
Dell Ph.D.	Cindy	Assistant Professor Educational Theory and Practice		45,000	3,000 AT Est.	8/24/2004 New Hire	P CU	0%

Elson-Riggins Ph.D.	Joclyn	Assistant Professor Biological and Physical Sciences	40,101	37,122		8/24/04	NT CU 0.5 FTE	-7%
Harrold Ph.D.	Barbara	Assistant Professor, Rehabilitation and Human Services	43,837	40,034		8/24/04	P CU	-9%
Honea M.A.	Joy	Assistant Professor History, Native American Studies, Political Science, Sociology	34,895	35,237		8/24/04	NT CU	1%
Mancuso M.B.A.	Natasha	Visiting Assistant Professor Business Academic Programs	41,309	42,490		8/24/04	NT CU	3%
Many Grey Horses Ph.D.	Martha	University Lecturer History, Native American Studies, Political Science, Sociology		41,500		8/24/2004 New Hire	NT CU	0%
Richardson B.S.E.D.	Rebecca	Instructor Computer Systems Technology		31,243		8/24/2004 New Hire	P 58.33% CU 41.67% R	0%
Samples Ed.D.	Agnes	Assistant Professor, Health and Human Performance	49,624	40,034		8/24/04	NT CU	-19%
Scott D.B.A.	Scott	Associate Professor Health Administration	56,500	56,885		8/24/04	NT CU	1%
Wicks M.S.	Teresa	Instructor Practical Nursing, Interim Director of Nursing LPN Program	31,895	38,736		8/24/04	NT CU	21%
(3) END OF EMPLOYMENT								
(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS & DEATHS								
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Sloane	Melissa	Women's Basketball Coach				7/2/04		

(A1) FACULTY; Professors					
Wallace Ph.D.	Sqy	Lecturer, Business Academic Programs	8/11/04		
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.					