

ITEM 128-2700-R0705; Staff Montana State University-Billings							July 14-15, 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) FACULTY; Professors								
Behm Ph.D.	Gary	Professor Music	61,266	61,266	750 M	4/8/05	T CU	0.000%
Coffman Ph.D.	Stephen	FR: Professor and Department Chair, Communication and Theatre TO: Professor, Communication and Theatre	57,556	57,556		5/8/05	T CU	0.000%
Gross Ph.D.	Daniel	FR: Professor Communication and Theatre TO: Professor and Department Chair, Communication and Theatre	55,236	55,236	1800 DC 750 M	5/9/05 5/4/05	T CU	0.000%
Hecimovic Ph.D.	Anton	FR: Professor Educational Theory and Practice TO: Professor and Department Chair, Educational Theory and Practice	53,350	53,350	1800 DC	5/12/05	T CU	0.000%
Heiat Ph.D.	Nafisseh	Professor Business Academic Programs	70,776	70,776	750 M	5/10/05	T CU	0.000%
Miller Ph.D.	Kenneth	FR: Professor and Department Chair Educational Theory and Practice TO: Professor, Educational Theory and Practice	51,521	51,521		5/11/05	T CU	0.000%

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Steerey Ed.D.	Lorraine	FR: Professor and Department Chair Business Academic Programs TO: Professor, Business Academic Programs	66,115	66,115		5/16/05	T CU	0.000%
Wilson Ph.D.	Craig	Professor History, Native American Studies, Political Science, and Sociology	57,092	57,092	750 M	5/1/05	T CU	0.000%
(C) FACULTY; Associate Professors								
Redinger Ph.D.	Matthew	Associate Professor History, Native American Studies, Political Science, & Sociology	42,485	42,485	750 M	5/1/05	T CU	0.000%
TOTALS AND AVERAGE INCREASE			61,266	61,266				0.00%
(2) NEW POSITIONS AND REPLACEMENTS								
(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
McNally B.S.	Daniel	Head Men's Soccer Coach Intercollegiate Athletics	30,000	32,000		4/18/05-6/30/05 (Siegle)	NT CU	6.667%
Nelson B.S.B.A.	Jeffrey	Head Women's Golf Coach Intercollegiate Athletics	30,000	30,000		3/30/05-6/30/05 (Marschall)	NT CU 0.25 FTE	0.000%
(B) FACULTY; Assistant Professors								
Honea Ph.D.	Joy	Assistant Professor History, Native American Studies, Political Science, Sociology	37,622	37,850		8/23/2005 (?)	P CU	0.606%
Kemmerer Ph.D.	Lisa	Assistant Professor English & Philosophy	33,023	38,942		8/23/2005 (?)	P CU	17.924%
(C) FACULTY: University Lecturer								
Robinson M.S.	Julia	University Lecturer Communication and Theatre	30,780	29,116		8/23/05 (Stewart)	NT CU 0.50 FTE	-5.406%
Sheppard Ph.D.	Thomas Christfern	University Lecturer Music	31,363	37,000		8/23/05 (Jorden)	NT CU	17.973%

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(3) END OF EMPLOYMENT

NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS

Rhine Ph.D.	Randy	Dean College of Professional Studies and Lifelong Learning				4/29/05		
Park Ph.D.	Janie	Provost and Academic Vice Chancellor				8/14/05		

(A1) FACULTY; Professors

Davis Ph.D.	Alan	Professor Rehabilitation and Human Services				8/22/05		
Grott Ph.D.	Catherine	Assistant Professor History, Sociology, Political Science, Native American Studies				8/22/05		
Laurin Ph.D.	Kathleen	Assistant Professor Rehabilitation and Human Services				5/6/05		

<p>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</p>	<p>FUNDING SOURCE LEGEND: CU = Current unrestricted R = Restricted A = Auxiliary D = Designated O = Other</p>	<p>TENURE LEGEND: NT = Non-tenurable T = Tenured P = Probationary</p>	<p>STIPEND LEGEND: DC = Dept. Chair/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties</p>	<p>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)</p>
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* NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum.