

ITEM 119-2700-R0503 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	New Position Title (if changed)	New 2003-04 Base Salary	Effective Date	2003-04 Stipend or Extra Comp.*	Tenure	Funding Source & FTE	% Change in Base Over 2002-03	Comments
Last	First														
(1) CHANGES IN RANK/TENURE, RESPONSIBILITY, SALARY:															
(a) Faculty															
Associate Professors:															
Dillon Ph.D.	Brian	Assoc Professor		44,387		T	CU	Professor	51,465	8/19/03		T	CU	16%	
Hecimovic Ph.D.	Anton	Assoc Professor		45,587		T	CU	Professor	52,850	8/19/03		T	CU	16%	
Assistant Professors:															
Butler Ph.D.	David	Asst Professor		40,101		T	CU	Assoc Professor	42,383	8/19/03		T	CU	5%	
Gretch Ph.D.	Daniel	Asst Professor		41,614		P	CU	Asst Professor	41,614	8/19/03		T	CU		
Hobbs Ph.D.	Sharon	Asst Professor		40,444		T	CU	Assoc Professor	42,747	8/19/03		T	CU	5%	
McEnany Ph.D.	Judith	Asst Professor		45,398		T	CU	Assoc Professor	47,887	8/19/03		T	CU	5%	
McMullen Ph.D.	Matthew	Asst Professor		40,101		T	CU	Assoc Professor	42,383	8/19/03		T	CU	5%	
Sanders Ph.D.	Jeffrey	Asst Professor		40,101		T	CU	Assoc Professor	42,383	8/19/03		T	CU	5%	
Lecturers:															
Retained at Same Position Held															
Amundson M.S.	Gary	Lecturer Business Academic Prog		38,504		NT	CU		38,840	8/19/03		NT	CU 0.5 FTE		Holds .50 FTE Letter of Appointment for Outreach Program
Ballard M.Ed.	Jack	Lecturer Educational Theory & Practice		31,446		NT	CU		31,738	8/19/03		NT	CU 0.5 FTE		
Burford Ed.D.	Vicki	Lecturer Communication & Theatre		32,832		NT	CU 0.5 FTE		33,142	8/19/03		NT	CU 0.5 FTE		
Fazel Ph.D.	Shokoofeh	Lecturer Business Academic Programs		39,182		NT	CU		39,538	8/19/03		NT	CU		
Fordham M.M.	Barbara	Lecturer Music		33,452		NT	CU		33,762	8/19/03		NT	CU .75 FTE		
Holman M.S.	Patricia	Lecturer Business Academic Programs		40,180		NT	CU		40,180	8/19/03		NT	CU		

Holt M.A.T.	Kathy	Lecturer Educational Theory & Practice	31,154	NT	CU 0.5 FTE	31,444	8/19/03	NT	CU 0.5 FTE	.50 fte in Field Experience and Certification		
Hoover M.Ed.	Holly	Lecturer Mathematics	32,711	NT	CU	33,017	8/19/03	NT	CU			
Jorden B.M.E.	Lesley	Lecturer Music	30,572	NT	CU .5 FTE	30,862	8/19/03	NT	CU .75 FTE			
Kemmerer Ph.D.	Lisa	Lecturer English & Philosophy	32,213	NT	CU	32,523	8/19/03	NT	CU			
Nettiksimmons M.A.	Dennis	Lecturer Honors Program	33,517	NT	CU	33,807	8/19/03	NT	CU			
Peters M.Ed.	Deborah	Lecturer Health Administration	32,318	\$ 3,000	NT	CU	32,610	8/19/03	3,000	NT	CU	Program Manager, Health Administration
Preston Ph.D.	Marilyn	Lecturer Psychology	35,620	NT	CU 0.5 FTE	35,930	8/19/03	NT	CU 0.5 FTE			
Pugh M.F.A.	Randall	Lecturer Communication & Theatre	30,862	NT	CU	31,153	8/19/03	NT	CU			
Rust M.A., M.S.	Thomas	Lecturer History, Native American Studies, Political Science, Sociology	30,280	NT	CU	30,572	8/19/03	NT	CU			
Schwalbe M.A.	Lynette	Lecturer Educational Theory & Practice	30,862	NT	CU	31,153	8/19/03	NT	CU			
Tayer Ph.D.	Laura	Lecturer Biological and Physical Sciences	33,142	NT	CU	33,452	8/19/03	NT	CU			
Tilton M.A.	Melinda	Lecturer Communication & Theatre	33,483	NT	CU	33,774	8/19/03	NT	CU			
Wallace Ph.D.	Squy	Lecturer Business Academic Programs	42,032	NT	CU .75 FTE	42,390	8/19/03	NT	CU 0.5 FTE			
Zyzda M.F.A.	Cynthia	Lecturer Art	31,903	NT	CU	32,213	8/19/03	NT	CU			

(2) NEW POSITIONS AND REPLACEMENTS

(a) FACULTY

Allard M.S.	W. Gregory	Ayres 43,587		Lecturer	38,000	8/19/03	NT	CU	
Barron Ph.D.	James	Albrecht 36,394		Asst Professor	39,670	8/19/03	P	CU	
Gilbertz Ph.D.	Susan	Guizlo 37,442		Asst Professor	50,000	8/19/03	P	CU	Terminal degree, more years of experience
Gurney M.B.A.	Brian	Gurney 34,457		Lecturer	36,162	8/19/03	NT	CU	
Hadden M.S.	Joanna	Trewhella/ Henry 30,592		Lecturer	30,280	8/19/03	NT	CU	

Honea M.A.	Joy	Kuecker 40,221	Asst Professor	37,122	8/19/03	P	CU	
Laurin Ph.D.	Kathleen	Nordstrom 33,517	Asst Professor	40,000	8/19/03	P	CU	Terminal degree
Leonard M.B.A.	Jennifer	Spicer 69,348	Asst Professor	72,262	8/19/03	P	CU	
Morgan Ph.D.	Loretta	McKechnie 41,332	Lecturer	36,240	8/19/03	NT	CU	
Sieve M.A.	Jennifer	Klinikowski 29,399	Lecturer	30,280	8/19/03	NT	CU	
Woolston Ph.D.	William Dee	New	Lecturer	32,213	8/19/03	NT	CU 0.5 fte	

(3) END OF EMPLOYMENT

(a) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS, and DEATHS

FACULTY

Ayres Ph.D.	Barbara				8/1/03			
Brotherton Ph.D.	Timothy				5/7/03			
Daily D.B.A.	Cynthia				5/7/03			
Gurney M.B.A.	Brian				5/7/03			
Nadler Ph.D.	Scott				5/7/03			

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 and 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

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