ITEM 122-2700-R0104   STAFF: Montana State University-Billings

Name Last	First	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 2001-02	Comments
(1) NEW POSITIONS AND REPLACEMENTS															
(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Hanson Ph.D.	Carl		New					Interim Dean College of Allied Health Professions	80,000	11/10/03		T	CU		
(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS															
Johannes M.S.	Cheryl		New					Director for the Advising Center	35,000	07/09/03			CU		Not previously reported.
Rickard Ph.D.	Scott		Yoder, Thomas 72,800				CU 95% R 5%	Director Center for Applied Economic Research	72,800	09/01/03			CU		
(3) END OF EMPLOYMENT															
RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS, and DEATHS															
ACADEMIC and NONACADEMIC EXECUTIVES, ADMINISTRATORS and PROFESSIONALS															
Woosley B.A.	Ken	Director University Relations								11/10/03					
Yoder Ph.D.	Thomas	Director Center for Applied Economic Research								06/30/03					
Zirker Ph.D.	Daniel	Dean Arts and Sciences								02/20/04					

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

**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

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