

ITEM 122-2800-R0104 Staff; Montana State University-Northern

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) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS:

Pappas RN, CANP, MS	Mary M.	Professor of Nursing		50,278	*600 act *12,069 act *1,400 act *1,950 act	C	CU	Director of Nursing/ Professor of Nursing	**65,000	12/08/03	*200 est *12,444 est	C	CU	22.65%	*Dist Tchng *ST *RainbowGrt *AT **P- Prorate shrtnd period
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FOR INFORMATINAL PURPOSES ONLY 2003-04 FACULTY ROSTER: (Faculty salaries, rank and tenure reflect 2003-04 ratified collective bargaining agreement; academic year appointms unless otherwise indicated)

(b) FACULTY:

Professors:

Carlson MBA	Kevin S.	Professor of Business		51,133	*2,000 act *16,375 act	C	CU		51,418	08/01/03	*400 est *21,092 est	C	CU	0.55%	*Dist Tchng *ST
Christeck Ph.D.	Robert P.	Professor of Chemistry		54,268	*200 act *4,352 act	C	CU		54,553	08/01/03	*4,477 est	C	CU	0.52%	*Dist Tchng *ST
Clouse M.Ed.	Gregory C.	Assoc Professor of Diesel & Agricultural Technology		44,748	*598 act	C	CU	Professor of Diesel & Agricultural Technology	**48,853 49,138	08/01/03	*615 est *1,133 est	C	CU	.90	0.58 **P *ST *Perkins Grnt
DeLong Ed.D.	Douglas D.	Professor of Mathematics		55,693		C	CU		55,978	08/01/03		C	CU	0.51%	
Hawkinson D.	Ed. Virgil C.	Professor of Metals Technology		52,558		C	CU		52,843	08/01/03		C	CU	0.54%	
Johnson M.S.	Kevin H.	Professor of Authomotive Technology		47,998	312.50 VICA *4,474 act *750 act	C	CU		48,283	08/01/03	312.50 VICA *4,620 est *667 est	C	CU	0.59%	*ST *AT *Perkins Grt
Kegel, MS	Gregory D.	Chair/Dean & Professor Drafting & Mech Tech, College of Tech Sciences		47,428	15,000 Dean 3,600 Chair *375 act	C	CU		47,713	08/01/03	15,000 Dean 3,600 Chair	C	CU	0.60%	*ST
Miller M.Ed.	Robert L.	Professor of Automotive Technology		52,273		C	CU		52,558	08/01/03		C	CU	0.54%	

Professors Cont:

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Parker Ph.D.	Reno L.	Professor of Biology		50,848	*600 act *14,924 act	C	CU		51,133	08/01/03	*200 est *15,382 est	C	CU	0.56%	* Dist Tchng *ST
Rawn, Ph.D.	Will	Chair/Dean & Professor, College of Arts & Sciences		51,703	15,000 Dean 3,600 Chair	C	CU		51,988	08/01/03	15,000 Dean 3,600 Chair	C	CU	0.55%	
Stalkamp M.Ed.	Lloyd E.	Professor of Technical Sciences		47,855		C	CU		48,140	08/01/03	*3,948 est	C	CU	0.59%	*ST
Strizich M.Engr.	Lawrence J.	Assoc Prof Elec Eng Tech & Computer Info Systems		46,743	*6,249 act	C	CU	Professor of Elec Eng Tech & Comp Info Systems	**50,848 51,133	08/01/03	*7,713 est	C	CU	8.07% **P .56%	*ST
Thackeray Jr. D.A.	William W.	Professor of English		55,408	*600 act *14,821 act	C	CU		55,693	08/01/03	*400 est *15,237 est	C	CU	0.51%	*Dist Tchng *ST
Welch M.S.	Thomas M.	Professor of Agricultural Technology		47,570	*5,066 act	C	CU		47,855	08/01/03	*200 est *5,233 est *867	C	CU	0.60%	*Dist Tchng *ST *Perkins Grnt
Wiberg D.M.A.	Janice L.	Professor of Music		52,558	*725 act *8,423 act	C	CU		52,843	08/01/03	*725 act *8,672 est	C	CU	0.54%	* Choir Dir *ST
Associate Professors:															
Danley M.S.	William H.	Assoc. Prof of Agricultural & Mechanical Technology		43,893		C	CU		44,178	08/01/03		C	CU	0.65%	
Edwards Ph.D.	James R.	Assoc Professor of Economics		45,888	*200 act *3,679 act	C	CU		46,173	8/1/20003	*3,786 est	C	CU	0.62%	*Dist Tchng *ST
Franson M.Ed.	Jerold B.	Assoc Professor of Automotive Technology		42,753	*312.50 act *2,850 act	C	CU		43,038	08/01/03	312.50 VICA	C	CU	0.66%	*ST
Gilmartin Ph.D.	Brian G.	Assoc. Prof Education/ Sociology/ Psychology		47,740	*7,664 act	C	CU		48,025	08/01/03	*9,190 est	C	CU	0.59%	*ST

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Associate Professors Cont:															
Gransbery MSN	Gayle L.	Assistant Professor of Nursing		37,537	*4,012 act	P	CU	Associate Professor of Nursing	**41,841 42,126	08/01/03	*3,097 est	C	CU	**10.29% **P 0.68	*ST
Heske Ph. D.	Steve D.	Associate Professor of English		45,460	*14,575 act	C	CU		45,745	08/01/03	*200 est *15,002 est	C	CU	0.62% *Dist Tchng	*ST
Hester Ed.D.	Gregory A.	Associate Professor of Water Quality Tech/Enviro Health		47,313	*600 act *10,382 act *2,666 act *13,000 act	C	CU		47,598	08/01/03	*200 est *7,807 est *1,333 est *6,500 est	C	CU	0.60% *Dist Tchng *BRIN grnt	*ST *MSI grant
Howland MBA	James C.	Associate Professor of Computer Information Systems		41,043	*9,838 act	C	CU		41,328	08/01/03	*10,158 est	C	CU	0.69% *ST	
McCroskey D	Ed. Mary M.	Associate Professor of Education		45,318	*3,632 act	C	CU		45,603	08/01/03	*3,739 est	C	CU	0.62% *ST	
Munson M.I.M.	Terence E.	Associate Professor of Business		46,173	*400 act *7,405 act *1,400 act *1,000 act	C	CU		46,458	08/01/03	*600 est *7,619 est	C	CU	0.61% *Dist Tchng *AT *MCDC Gmt	*ST
Reifschneider Ph.D.	Carol A.	Associate Professor of Water Quality Tech/Enviro Health		44,691	*4,774 act *1,250 act *2,050 act	C	CU		44,976	08/01/03	*4,916 est	C	CU	0.63% *ST Grant	*MSI *AT
Rundquist Ph.D.	Vaughn M.	Associate Professor of Biology		46,458	*200 act *3,105 act	C	CU		46,743	8/12003	*200 est *7,666 est	C	CU	0.61% *Dist Tchng	*ST
Seiffert Ed.D.	Mark A.	Assoc Professor of Speech/Com- munications		45,318	*14,528 act	C	CU		45,603	08/01/03	*14,955 est	C	CU	0.62% *ST	
Sellers Ph.D.	Darlene	Chair/Dean Associate Professor, College of Education		46,743	15,000 Dean 3,600 Chair *11,249 act	C	CU	Associate Professor of Education	47,028	08/01/03	*23,138 est *1,910 est	C	CU	0.61% *ST Grant	*PT3

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Associate Professors Cont:															
Skornogosi MBA	Brenda F.	Assoc Professor of Business		47,455	*11,425 act *1,200 act	C	CU		47,740	08/01/03	*200 est *11,745 est	C	CU	0.60%	*Dist Tchng *ST *MCDC Grant
Sluiter M.A.	Virginia A.	Associate Professor of Mathematics		43,893		C	CU		44,178	08/01/03		C	CU	0.65%	
Smeby Ph.D.	Curtis	Associate Professor of Curriculum & Instruction		45,745	*1,000 act *18,337 act *1,660 act *4,350 act	P	CU		46,030	08/01/03	*600 est *22,644 est	P	CU	0.62%	*Dist Tchng *ST *AT *Ind Ed Grnt
Soiseth MFA	Joel K.	Associate Professor of Art		41,328	*3,303 act	C	CU		41,613	08/01/03	*3,410 est	C	CU	0.68%	*ST
Stilger M.Ed	Lynn R.	Associate Professor Diesel Technology		42,610	*312.50 act	C	CU		42,895	8/12003	312.50 VICA *1,200 est	C	CU	0.66%	*Perkins Grnt
Stone M.B.A.	Roger D.	Associate Professor of Computer Information Systems		46,030	*11,073 act	C	CU		46,315	08/01/03	*11,392 est	C	CU	0.62%	*ST
Swartz, Jr. Ed.D.	William J.	Associate Professor of Mathematics		46,173	*7,405 act	C	CU		46,458	08/01/03	*7,619 est	C	CU	0.61%	*ST
Thackeray M.Ed.	Darryll H.	Associate Professor of Automotive Technology		45,175		C	CU		45,460	08/01/03		C	CU	0.63%	
Trethewey Ed.D.	Janet	Associate Professor of Education		43,323	*9,247 act	C	CU		43,608	08/01/03	*11,914 est	C	CU	0.65%	*ST
Assistant Professors:															
Bricker MS	Darlene							Assistant Professor of Education	37,072	08/01/03	*100 est *15,916 est	P	CU	0%	*Dist Tchng *ST

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Assistant Professors Cont:															
Bigler	Ed.D Duane							Assistant Professor of Education	38,877	08/01/03	*200 est *8,553 est	P	CU		*Dist Tchng *ST 1st yr faculty
Boysun M.Ed.	Wane	Assistant Professor of Automotive Tech/Agri Mechanics		35,505	*3,539 act	P	CU	No Change	35,790	08/01/03	*1,200 est	P	CU	0.80%	*ST *Perkins Grnt
Bulter Ph.D.	Orville	Assistant Professor of History		38,035		P	CU		38,320	08/01/03	*200 est	P	CU	0.74%	LWOP Spring semester *Dist Tchng
Castle M.S.	Robin	Assistant Professor of Education		33,319	*2,600 act *9,844 act *8,784 act	P	CU		33,319	08/01/03	*1,400 est *18,325 est	P	CU	0.00%	*Dist Tchng *ST *AT
Foley Ph.D.	John B.	Assistant Professor of Counselor Education/ Grad Program		39,766	*9,579 act	P	CU		40,051	08/01/03	*15,310 est	P	CU	0.71%	*ST
Koszuta MS	Daniel M.	Assistant Professor of Civil Engineering Tech		39,589		P	CU		39,874	08/01/03		P	CU	0.71%	
Hoogendam RN, MSN	Rose	Assistant Professor of Nursing		36,027	*300 act *2,896 act	P	CU		36,312	08/01/03	*100 est *2,972 est	P	CU	0.78%	*Dist Tchng *ST
McGuire BSN	Mary Claire	Assistant Professor of Nursing		35,830	*2,868 act *750 act	P	CU		36,115	08/01/03	*11,824 est *2,000 est	P	CU	0.79%	*ST *Rainbow Grt *Gearup Grt
Pease MFA	Norton	Assistant Professor of Graphic Design		36,286		P	CU		36,571	08/01/03	*8,981 est	P	CU	0.78%	*ST
Richter, Ed.D.	Jonathon J.	Assistant Professor of Education		37,202		P	CU		37,487	08/01/03	*2,749 est *904 est	P	CU	0.76%	*ST Grant *PT3
Scheresky- O'Neil BSN	Lisa	Instructor in Nursing		33,337	*200 act *2,436 act	P	CU	Assistant Professor of Nursing	**35,704 35,989	8/1/2003 8/1/2003	*200 est *18,335 est *2,000 est	P	CU	6.63% 0.79%	**P Tchng *ST *Gear Up Grt

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Assistant Professors Cont:															
Tilleman MBA	Suzanne G.	Assistant Professor of Business		36,085	*2,889 act *5,850 act	P	CU		36,370	08/01/03		P	CU	0.78% *ST *RCDG grnt	
Verploegen MS	Mary	Assistant Professor of Computer Information Systems		35,599	*2,849 act	P	CU		35,884	08/01/03	*2,937 est	P	CU	0.79% *ST	
Voss Ph.D.	Mark	Assistant Professor of Civil Engineering Technology		39,589		P	CU		39,874	08/01/03		P	CU	0.71%	
Wilke M.Ed.	Lanny E.	Assistant Professor of Business		36,739	*400 act *10,792 act	P	CU		37,024	08/01/03	*600 est *4,041 est	P	CU	0.77% *Dist Tchng	*ST
Williams Ph.D.	Katherine	Assistant Professor of Community Service/ Communication		38,723	*200 act	P	CU		39,008	08/01/03	*400 est	P	CU	0.73% *Dist Tchng	
Young M.A.	Annette	Assistant Professor of Education		34,214	*11,034 act	P	CU		**34,499 34,784	8/26/2003 8/1/2003	*500 est *14,584 est	P	CU	0.83% **Rec Adj 0.82% Tchng	*Dist *ST
Instructors:															
Brodeur, Agri	B.S. Joel							Instructor in Design Drafting Technology	28,641	08/26/03	*3,123 est	P	CU		*ST
Don Agri	BC, Steven							Instructor in Automotive and Diesel	29,741	08/26/03	312.50 VICA	P	CU		

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(2) END OF EMPLOYEMENT															
(a) Resignations, Retirements, Termination, NonRenewals, and Deaths:															
ACADEMIC and NONACADEMIC EXECUTIVES, ADMINISTRATORS and PROFESSIONALS															
Bentz	AA Robert	Director of Information Technology Services		62,650		NT	CU			12/12/03					
Currie	ME Walt	Head Football Coach/Assistant Professor of Education		41,636		NT	CU			06/01/04					
(b) PAID LEAVE OF ABSENCE:															
Goudie, MS	Patricia A.	Chair/Dean & Associate Prof of Nursing		40,330	15,000 Dean 3,600 Chair *550 *12,060	P	CU, R	Assoc Prof of Nursing	40,330	12/08/03	15,000 Dean 3,600 Chair * 13,400 est	P	CU, R		Leave w/Pay as Assoc Prof Spring 04 (will cont grant work) *ST *Rainbow Grt

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

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,**