

ITEM 120-2700-R0703 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 (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 2002-03 | Comments  |
|---|---------|--|-------------------|-----------------------------|---------------------------------|--------|--|----------------------------------|-------------------------|----------------|---------------------------------|--------|--|-------------------------------|---|
| Last  | First   |  |                   |                             |                                 |        |  |                                  |                         |                |                                 |        |  |                               |   |
| <b>(1) CHANGES IN RANK/TENURE, RESPONSIBILITY, SALARY:</b>          |         |  |                   |                             |                                 |        |  |                                  |                         |                |                                 |        |  |                               |   |
| <b>(a) ACADEMIC EXECUTIVES, ADMINISTRATORS &amp; PROFESSIONALS</b>  |         |  |                   |                             |                                 |        |  |                                  |                         |                |                                 |        |  |                               |   |
| Kochner M.Ed.   | Curt    | Interim Vice Chancellor, Student Affairs                           |                   | 85,000                      |                                 | NT     | CU                                     | Vice Chancellor, Student Affairs | 97,750                  | 7/1/03         |                                 | NT     | CU                                     |                               | Promotion 15%   |
| Rhine Ph.D.   | Randy   | Dean, Professional Studies & Lifelong Learning                     |                   | 98,932                      | 10,000                          | NT     | CU                                     |                                  | 98,932                  | 7/1/03         | 10,000                          | NT     | CU                                     |                               | Admin stipend, Online University, International Studies |
| White Ph.D.   | George  | Dean, Education & Human Services                                   |                   | 91,936                      | 8,000                           | NT     | CU                                     |                                  | 91,936                  | 7/1/03         | 8,000                           | NT     | CU                                     |                               | Director Graduate Studies                               |
| <b>(b) NONACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b> |         |  |                   |                             |                                 |        |  |                                  |                         |                |                                 |        |  |                               |   |
| Gray Ph.D.  | Gary    | Athletic Director (Board of Regents Contract)                      |                   | 86,528                      | 5,500                           | NT     | CU                                     |                                  | 86,528                  | 7/1/03         | 2,000* est                      | NT     | CU                                     |                               | * O Grant Stipend<br>* O Online Instruction             |
| <b>(c) FACULTY:</b>   |         |  |                   |                             |                                 |        |  |                                  |                         |                |                                 |        |  |                               |   |
| <b>Professors:</b>  |         |  |                   |                             |                                 |        |  |                                  |                         |                |                                 |        |  |                               |   |
| Acton Ed.D.   | Gary    | Professor English & Philosophy                                     |                   | 61,230                      | 2,700 est<br>*1,593 est         | T      | CU                                     |                                  | 61,230                  | 7/1/03         | 2,700 est<br>*2,500 est         | T      | CU                                     |                               | DC<br>*O Online Instruction, AT                         |
| Behm Ph.D.  | Gary    | Professor Music  |                   | 60,766                      | 2,700 est                       | T      | CU                                     |                                  | 60,766                  | 7/1/03         | 2,700 est                       | T      | CU                                     |                               | DC  |
| Cast M.F.A.   | Brian   | Professor Art  |                   | 52,866                      | 2,700 est                       | T      | CU                                     |                                  | 52,866                  | 7/1/03         | 2,700 est                       | T      | CU                                     |                               | DC  |
| Coffman Ph.D.   | Stephen | Professor Communication & Theatre                                  |                   | 57,056                      | 2,700 est<br>*7,300 est         | T      | CU                                     |                                  | 57,056                  | 7/1/03         | 2,700 est<br>*7,800 est         | T      | CU                                     |                               | DC<br>*O Online Instruction                             |
| Fishbaugh Ph.D.   | Mary    | Professor Special Education, Counseling, Reading & Early Childhood |                   | 51,933                      | 2,700 est<br>*10,166 est        | T      | CU                                     |                                  | 51,933                  | 7/1/03         | 2,700 est<br>*10,000 est        | T      | CU                                     |                               | DC*O Online Instruction, AT                             |
| Hanson Ph.D.  | Carl    | Professor Health, Physical   |                   | 49,624                      | 2,700 est<br>*19,846 est        | T      | CU                                     |                                  | 49,624                  | 7/1/03         | 2,700 est<br>*10,000 est        | T      | CU                                     |                               | DC<br>*O Online   |

|  |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
|--|----------|--|--|--------|--------------------------|----|-----------------|--------|--------|--------------------------|----|-----------------|--|-------------------------------|-----------------|
|  |          | Education & Human Services   |  |        |                          |    |                 |        |        |                          |    |                 |  |                               | Instruction, AT |
| Howell Ph.D.   | Joe      | Professor Mathematics  |  | 59,421 | 2,700 est<br>*900 est    | T  | CU              | 59,421 | 7/1/03 | 2,700 est<br>900* est    | T  | CU              |  | DC, *Coop Ed Supervision      |                 |
| Khaleel Ph.D.  | Tasneem  | Professor Biological & Physical Sciences                                   |  | 61,230 | 2,700 est<br>*300 est    | T  | CU              | 61,230 | 7/1/03 | 2,700 est<br>*300 est    | T  | CU              |  | DC, *O grant stipend          |                 |
| Miller Ph.D.   | Kenneth  | Professor Educational Theory & Practice                                    |  | 51,021 | 2,700 est<br>*15,300 est | T  | R 25%<br>CU 75% | 51,021 | 7/1/03 | 2,700 est<br>*15,300 est | T  | R 25%<br>CU 75% |  | DC, *O Online Instruction, SR |                 |
| Steerey Ed.D.  | Lorraine | Professor Business Academic Programs                                       |  | 65,615 | 2,700 est<br>*600 est    | T  | CU              | 65,615 | 7/1/03 | 2,700 est<br>*7,000 est  | T  | CU              |  | DC, *O Online Instruction, SR |                 |
| Wilson Ph.D.   | Craig    | Professor History, Native American Studies, Political Science, & Sociology |  | 56,592 | 2,700 est                | T  | CU              | 56,592 | 7/1/03 | 2,700 est<br>6,094 est   | T  | CU              |  | DC, *O=Grant stipend          |                 |
| <b>Associate Professors:</b>   |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| Havens Ph.D.   | Michael  | Assoc Prof Psychology  |  | 45,581 | 2,700 est<br>*12,300 est | T  | CU              | 45,581 | 7/1/03 | 2,700 est<br>*15,000 est | T  | CU              |  | DC, *O Online Instruction, AT |                 |
| Robinson Ph.D.   | George   | Assoc Prof Modern Languages & Literatures                                  |  | 50,785 | 2,700 est<br>*2,600 est  | T  | CU              | 50,785 | 7/1/03 | 2,700 est<br>*1,800 est  | T  | CU              |  | DC, *O AT                     |                 |
| <b>(2) NEW POSITIONS AND REPLACEMENTS</b>                                    |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| <b>(a) ACADEMIC EXECUTIVES, ADMINISTRATORS AND PROFESSIONALS</b>             |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| Simon B.S., M.S.   | Janet    | Director Human Resources   |  | 58,000 |                          | NT | CU              | 58,000 | 2/3/03 |                          | NT | CU              |  | Not previously reported.      |                 |
| <b>(3) END OF EMPLOYMENT</b>   |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| <b>(a) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS, and DEATHS</b>  |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| <b>ACADEMIC and NONACADEMIC EXECUTIVES, ADMINISTRATORS and PROFESSIONALS</b> |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| <b>FACULTY</b>   |          |  |  |        |                          |    |                 |        |        |                          |    |                 |  |                               |                 |
| Burford  | Vicki    | Lecturer Communication & Theatre   |  |        |                          | NT | CU<br>0.5 fte   |        | 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

**\*\*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,**