

ITEM 122-2700-R0304; Staff		Montana State University-Billings					March 25-26, 2004	
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) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Carey Ph.D.	C.A.	Director, Grants and Sponsored Programs	65,000	65,000	12,000 est. AT	1/14/2004	D 50% R 50% Extra Comp CU	0.00%
Johannes M.S.	Cheri	FR: Academic Advisor and Advising Center Coordinator TO: Director, Advising Center	30,000	35,000		7/9/2003 CL	CU	16.67%
Mclsaac B.S.	Kathy	FR: Petro Hall Director TO: Director, Housing and Student Involvement	27,872	35,000		7/120/03 CL	A	25.57%
(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
Hanson Ph.D.	Carl	Interim Dean College of Allied Health Professions	80,000	80,000	1,250 est O=Grant Evaluator	12/23/2003	T CU Extra Comp R	0.00%
Gray Ph.D.	Gary	Athletic Director	86,528	86,528	4,000 est AT	1/14/2004	T CU Extra Comp R	0.00%
(C) FACULTY; Professors								
Khaleel Ph.D.	Tasneem	FR: Professor and Department Chair TO: Acting Dean of Arts and Sciences	61,230	80,000		2/16/2004 R	T CU	30.65%
TOTALS AND AVERAGE INCREASE			350,630	381,528				8.81%
(2) NEW POSITIONS AND REPLACEMENTS								
(A) NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								

Van Atta B.A.	Shelley	Director, University Relations	54,539	60,000		1/26/2004	CU	10.01%
(B) ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
(C) FACULTY; Professors								
Heath M.B.A.	Cheryl	Assistant Professor, Business Academic Programs	41,309	41,309		1/14/2004	NT 0.50 FTE CU	0.00%
Knudsen M.Ed.	Loyd	University Lecturer, Communications and Theatre	New	30,280		1/14/2004	NT CU	
Sorenson M.A.	Lisa	University Lecturer, Communications and Theatre	New	30,280		1/14/2004	NT 0.25 FTE CU	
(3) END OF EMPLOYMENT								
(A) RESIGNATIONS, RETIREMENTS, TERMINATIONS, NONRENEWALS & DEATHS								
ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
NON-ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
(A1) FACULTY; Professors								
Coffman Ph.D.	Victoria	Professor of Communication and Theatre				5/5/2004	Retirement	
Johnston M.A.	Allison	Assistant Professor, Business Academic Programs				1/12/2004	Resignation	
(B) LEAVES OF ABSENCE								
ACADEMIC EXECUTIVES, ADMINISTRATORS & PROFESSIONALS								
(A1) FACULTY; Professors								
Campbell M.B.A., C.P.A.	Michael	Professor, Business Academic Programs				1/14/2004- 4/30/2004	Leave of absence without pay	
Dillon Ph.D.	Brian	Professor, English and Philosophy				AY 2004-2005	Sabbatical Leave	
Heidenreich Ph.D.	Adrian	Professor, History, Native American Studies, Political Science and Sociology				Spring Semester 2005	Sabbatical Leave	
Jussila M.A.A.	Neil	Professor, Art				Fall Semester 2004	Sabbatical Leave	

Robinson Ph.D.	St. John	Associate Professor, Modern Languages & Literatures				Spring Semester 2005	Sabbatical Leave
(C) POST RETIREMENT CONTRACTS							
Benedict Ph.D.	George	Professor of Philosophy				5/5/2004	
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	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/Dean CC = Co-Chair BB = In lieu of Base Building AD=Administrative Duties	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)			
* NOTE: Stipends/bonuses are not base building. They may be prorated throughout the year or awarded in one lump sum.							