

The Board of Trustees of State College of Arkansas convened in regular meeting on Saturday, March 30, 1974, at ten o'clock in the morning on the campus in Conway, Arkansas, with the following officers and members of the Board present, to-wit:

Chairman:	James W. Ahlf
Vice Chairman:	Wm. C. Norman
Secretary:	Mrs. Charles E. Hammans
	Dr. John W. Sneed, Jr.
	Bill Johnson
	Dr. J. Albert Johnson
	Charles R. Dixon

and with the following absent, to-wit:

None

constituting a quorum of said Board, at which meeting the following business was transacted, to-wit:

Upon motion made by Mr. Norman and seconded by Dr. Sneed the minutes of the last meeting of the Board of Trustees were approved by unanimous vote.

Mr. Ahlf welcomed Mr. Dixon to the Board of Trustees.

A motion was made by Mr. Dixon that the present slate of officers; e. g., Mr. Ahlf, Chairman; Mr. Norman, Vice Chairman; and Mrs. Hammans, Secretary; be reelected by acclamation. A second to this motion was made by Dr. Johnson and passed by unanimous vote.

Dr. Sneed made a motion that the Board go into executive session to consider personnel. A second to this motion was made by Mrs. Hammans and passed by unanimous vote.

The following resignations, leaves of absence, retirements, and special appointment as recommended by President Snow were approved upon motion made by Dr. Johnson, seconded by Mr. Dixon and passed by unanimous vote:

Resignations:

1. Lillian Maulsby, Assistant Instructor of Nursing, effective December 31, 1973.
2. Bernice Narracong, Assistant Professor of Nursing, effective May 31, 1974.
3. Elsie Pickett, Instructor of Sociology, effective May 31, 1974.
4. Judy Griffin, Assistant Professor of Physical Therapy, effective August 31, 1974.
5. Carter Ferguson, Assistant Professor of Psychology, effective May 31, 1974.
6. Jim Kellar, Data Processing Supervisor, effective February 28, 1974.
7. Albert Joyce, Security Officer, effective January 12, 1974.
8. Ann Peets, Instructor of English, effective May 31, 1974.
9. Greta Slater, Assistant Professor of Nursing, effective May 31, 1974.
10. Paul S. Ropp, Assistant Professor of History, effective May 31, 1974.
11. Patricia Perry, Instructor of Nursing, effective May 31, 1974.
12. Frederic Mears, Associate Professor of Psychology, effective May 31, 1974.

Leaves of Absence:

1. Owen B. Moseley, Assistant Professor of Accounting, academic year 1974-75, without pay.
2. Michael Borengasser, Instructor of Geography, academic year 1974-75 without pay.

Leaves of Absence, continued:

3. Gladys Sachse, Associate Professor of Library Science and Assistant Librarian, first and second summer terms, 1974, without pay.
4. Sue Thompson, Professor-Chairman, Department of Home Economics, first summer term, 1974, without pay.
5. Jerrel Moore, Associate Professor & Head Librarian, first and second summer terms, 1974, without pay.

Retirements:

1. John Buckner, Assistant Professor of History, effective May 31, 1974.
2. E. C. Polk, Professor of English, effective May 31, 1974.
3. Elizabeth Mulchy, Instructor of Music, effective May 31, 1974.
4. R. E. Westmeyer, Professor of Economics, effective May 31, 1974.

Special Appointment:

1. Dr. H. L. Minton, commissioned and appointed to write history of the College, salary to be \$100.00 per month for twelve months plus 50¢ royalty per copy sold for first 1,000 copies.

Mr. Johnson made a motion that the following appointments as recommended by President Snow be approved. A second to this motion was made by Dr. Sneed and passed by unanimous vote. Furthermore, the motion stipulated that all teaching personnel be required to comply with the following new conditions of appointment as approved by the Board of Trustees:

CONDITIONS OF APPOINTMENT AS APPROVED BY
THE BOARD OF TRUSTEES

Requirements of Professional Growth for Faculty

All faculty members are expected to grow professionally during their time of service at State College of Arkansas.

1. Persons with full-time faculty rank who do not possess the doctorate or other terminal degree
 - a. and are forty years of age or younger will earn at least six hours in a degree program every two years.
 - b. and are over forty years of age will plan with their department head and dean a definite program of professional growth to be approved by the Council of Deans
2. Persons with full-time faculty rank who possess the doctorate or other terminal degree will demonstrate consistent professional growth, whether it be post-doctoral study, research, performance, experience outside their regular appointment, or service. This plan should be developed in consultation with the department head and dean.

Part time personnel will demonstrate acceptable professional growth as a basis for their continued association with the college.

Each faculty member is given an opportunity to provide the college a full account of his work in an annual report submitted each spring. (See Exhibit F.)

Name	Rank	1973-74		1974-75	
		12 Mos Sal		12 Mos Sal	
Silas D. Snow	President	\$ 28,000.00*	\$	\$ 28,000.00*	
B. R. Pate	VP for Pub Aff & Asst to President	20,000.00		20,000.00	
Maxine Crafton	Secretary	8,556.00		8,556.00	
Louise Ligon	Secretary	5,796.00		6,084.00	
A. E. Burdick	VP for Academic Affairs	22,000.00		22,000.00	
Ruby Chick	Secretary	6,708.00		7,044.00	
W. D. Moon	Prof of Math & Dean of Undergrad Studies	19,500.00		19,800.00	
Johnnie Bearfield	Secretary	4,320.00		4,536.00	
H. B. Hardy, Jr.	Dean of Graduate School	19,500.00		19,800.00	
Abbie Williams	Secretary	6,084.00		6,384.00	
B. W. Horton	VP for Business Affairs	21,000.00		21,500.00	
L. P. Crafton	Asst Business Manager	14,616.00		14,616.00	
R. E. McClure	Comptroller	14,000.00		14,350.00	
Carl Quaintance	Accountant	10,392.00		10,750.00	
Paul Douglas	Purchasing Agent	9,900.00		10,225.00	
Gary Greene	Accountant	9,900.00		10,225.00	
Hilda Burge	General Accountant	7,764.00		8,148.00	
Helen Russell	Secretary	6,708.00		6,708.00	
Mary Nolen	Secretary	6,708.00		6,708.00	
Sam Massey	Property Manager	5,796.00		6,084.00	
Claudia Beaton	Secretary	5,796.00**		5,796.00**	
Patsy Mauldin	Secretary	5,796.00		5,796.00	
Judy Price	Secretary	5,520.00		5,520.00	
Joan Parker	Secretary	5,004.00		5,004.00	
Rojanna Hallman	Secretary	4,764.00		4,764.00	
Marion Parsons	Secretary	4,764.00		4,764.00	
Sarah Lane	Secretary	4,536.00		4,536.00	
Mary Cotton	Secretary	4,536.00		4,536.00	
Joyce Reid	Secretary	4,320.00		4,536.00	
Jan Eaton	Secretary	4,320.00		4,320.00	
Audrey Stevenson	Secretary	4,320.00		4,320.00	
Karla Beebe	Secretary	4,320.00		4,320.00	
Debra Tucker	Secretary	3,924.00		4,320.00	
Frank Koon	VP for St Affairs & Dean of Students	20,000.00		20,000.00	
Dorothy Long	Assoc Prof & Assoc Dean of Students	15,700.00		16,000.00	
John Hurley	Asst Dean of Students	12,600.00		12,780.00	
Merlin Augustine	Instr & Asst Dean of Sts	12,200.00		12,440.00	
Jim Schneider	News Media Specialist	9,900.00		10,080.00	
B. J. Leach	Security Officer (Capt.)	7,044.00		7,392.00	
L. C. Duke	Security Officer	6,708.00		6,708.00	
J. E. Smith	Security Officer	6,708.00		6,708.00	
M. M. Hogan	Security Officer	6,708.00		6,708.00	
Bennie Battles	Security Officer	6,384.00		6,384.00	
C. C. Hensley	Security Officer	6,384.00		6,384.00	

*For the convenience of the Board of Trustees the President is required to live in the President's Home for which no rent nor utilities are paid. This contract is for a period of three years ending June 30, 1976.

**Plus apartment and utilities in Wingo Hall and noon meal for self and husband in College Cafeteria--Also serves as Resident Hall Supervisor in Wingo Hall.

Name	Rank	1973-74		1974-75	
		12 Mos Sal		12 Mos Sal	
J. L. Tyrrell	Security Officer	\$ 6,384.00	\$	6,384.00	
U. C. White	Security Officer	5,796.00		5,796.00	
T. E. Jared	Security Officer	5,796.00		5,796.00	
Calvin Terry	Security Officer	5,520.00		5,520.00	
C. W. Crow	Security Officer	5,004.00		5,256.00	
Imogene Hopkins	Secretary	6,084.00		6,384.00	
Colleen Taylor	Secretary	4,536.00		4,764.00	
Ann West	Secretary	3,924.00		4,320.00	
Norris Fox	Assoc Prof* & Dir of Continuing Education	17,000.00		17,250.00	
W. H. Osborne	Dir of Adm & Research	17,200.00		17,450.00	
Charlotte Jones	Secretary	5,520.00		5,520.00	
Charles Downs	Registrar	14,500.00		14,616.00	
J. B. Robertson	Instr & Asst in Regis Off	10,200.00		10,200.00	
Corinne Robinson	Secretary	6,084.00		6,384.00	
Julia Bass	Secretary	4,320.00		4,536.00	
S. D. White	Director of Field Serv	13,500.00		13,680.00	
Paula Smith	Secretary	6,084.00		6,384.00	
Earl McGehee	Assoc Prof & Dir of Computer Services	17,500.00		17,750.00	
Sandra Wilson	Key Punch Operator	5,256.00		5,256.00	
Jewell Johnson	Key Punch Operator	5,004.00		5,256.00	
Virginia Helm	Secretary	4,764.00		5,004.00	
Linda Matchett	Key Punch Operator	4,320.00		4,536.00	
Charlene Bland	Key Punch Operator	4,116.00		4,320.00	
Patricia Ashley	Key Punch Operator	4,116.00		4,320.00	
James Sylar	Prof & Dir of St Activities	15,300.00		15,480.00	
S. Freyaldenhoven	Secretary	4,764.00		4,764.00	
C. R. Teeter	Assoc Prof & Dir of Plcmt	15,000.00		15,120.00	
Gloria Earney	Secretary	4,536.00		4,764.00	
Tommy Smith	Dir of Public Relations	13,920.00		13,920.00	
Ann Noggle	Secretary	4,116.00		4,320.00	
Nancy Martin	Secretary	3,924.00		4,320.00	
Marvin Bishop	Dir of Student Aid	12,024.00		12,264.00	
Judy Roach	Secretary	6,084.00		6,084.00	
Howard Montgomery	Director of Food Services	12,024.00**		12,324.00**	
Clarence White	Asst Food Serv Mgr	9,432.00		9,672.00	
Emily Montgomery	Dietitian	6,384.00		6,500.00	
Ann Adcock	Secretary	6,084.00		6,084.00	
Leta Kinard	Secretary	4,320.00		4,320.00	
Ruth Van Parys	Secretary	4,320.00		4,320.00	
Joe White	Dir of Student Center	11,448.00		11,748.00	
Leon Beaton	Asst Fd Serv Mgr	8,988.00		9,088.00	
Charles Alexander	Asst Fd Serv Mgr	8,556.00		8,656.00	
Gary Yarbrough	Bookstore Manager	8,148.00		8,248.00	
Nora Hoggard	Secretary	5,520.00		5,796.00	

*Provided doctorate is earned by September 1, 1974.

**Plus food for self and family when eaten in college cafeteria.

Name	Rank	1973-74		1974-75	
			12 Mos Sal		12 Mos Sal
M. C. Beene	Bowling Lanes Mgr	\$	5,256.00	\$	5,256.00
LaWanda Goode	Cashier		4,320.00		4,536.00
Philip Morris	Phys Plant Supt		12,024.00*		12,324.00*
Philip Lipsmeyer	Director of Housing		10,392.00		10,572.00
Sharon Bell	Secretary		4,320.00		4,320.00
Chas. Archer, MD	Physician		1,008.00		1,008.00
Bob Banister, MD	Physician		1,008.00		1,008.00
Dorothy Erwin	Nurse		7,392.00		7,600.00
Rowena Herr	Nurse		6,084.00		6,200.00**
Joyce Weaver	Nurse		4,764.00		4,900.00
Hazel Bennett	Nurse		4,764.00		4,764.00
June Saunders	Res Hall Supv (State)		3,402.00#		3,402.00#
Kathy Yarbrough	Res Hall Supv (Bernard)		3,402.00#		3,402.00#
Catherine White	Res Hall Supv (Arkansas)		3,402.00#		3,402.00#
Beth Williams	Res Hall Supv (Hughes)		3,240.00##		3,240.00##
Inez Henderson	Res Hall Supv (Hughes)		3,240.00##		3,240.00##
Opal Yoakum	Res Hall Supv (Conway)		3,240.00##		3,240.00##
Polly Steffin	Res Hall Supv (Conway)		3,240.00##		3,240.00##
Lena Anthony	Res Hall Supv (Carmichael)		3,240.00##		3,240.00##
Martha Knowles	Res Hall Supv (Carmichael)		3,240.00##		3,240.00##
Audra Hardy	Res Hall Supv (Short)		3,240.00##		3,240.00##
Marie Burrows	Res Hall Supv (Bernard)		3,240.00##		3,240.00##
Mae Adcock	Res Hall Supv (Denney)		3,240.00##		3,240.00##
Virginia Edwards	PBX Operator		5,004.00		5,256.00
Elizabeth Carter	Postmistress		5,004.00		5,256.00
W. H. Adams	Dir of Alumni Relations		8,556.00		8,988.00###

*Plus house and utilities on campus.

**Plus apartment and utilities on campus--waiver of fees up to six graduate hours.

#Plus apartment and utilities on campus--nine months salary.

##Plus apartment, utilities, and food when eaten in college cafeteria--nine months salary.

###This increment (\$432.00) will be paid from alumni funds.

COLLEGE OF BUSINESS**

Name	Rank	1973-74		1974-75	
		9 Mos Sal		9 Mos Sal	
Conrad Carroll	Dean	\$	19,500.00*	\$	19,800.00*
Freda Thompson	Secretary		4,764.00*		4,847.00*

Department of Business Education & Office Administration:

James E. Barr	Professor-Chairman		18,300.00*		18,600.00*
Fred Basco	Associate Professor		12,000.00		12,200.00
Carra N. Donovan	Assistant Professor		10,200.00		10,400.00
Carlisle Ellis	Assistant Professor		10,200.00		10,348.00

Department of Economics:

Loren Guffey	Professor-Chairman		18,300.00*		18,600.00*
Noel Sakes	Assistant Professor		11,800.00		12,050.00**
Riggs Tucker	Assistant Professor		11,800.00		12,050.00

Department of General Business:

Morris Lamberson	Professor-Chairman		18,000.00*		18,300.00*
Charmayne Cullom	Associate Professor***		12,300.00		12,950.00***
Homer Saunders	Assistant Professor		12,400.00		12,634.00
Joseph Koonce	Assistant Professor		12,300.00		12,500.00
J. D. Southerland	Assistant Professor		12,200.00		12,400.00
Garry D. Smith	Assistant Professor		11,500.00		11,700.00
Danny E. Bassett	Assistant Professor		10,500.00		10,800.00

Department of Accounting:

Al Hamilton	Assoc Prof-Act Chrm		16,000.00*		16,300.00##
Max Stacy	Associate Professor		13,000.00		13,000.00##
J. R. Zug	Instructor		10,000.00		10,200.00
Betty Anderson	Secretary		4,320.00*		4,320.00*

*12 months salary.

**This is a terminal appointment. Future appointments will be contingent upon completion of the Ph.D. Degree.

***Provided the Ph.D. Degree is earned by September 1, 1974. If Ph.D. Degree is not earned by September 1, 1974, rank will be Assistant Professor at a salary of \$12,450.00 for nine months (September 1, 1974-May 31, 1975).

#If Ph.D. Degree is earned by September 1, 1974, rank will be Professor-Chairman.

##If Ph.D. Degree is earned by September 1, 1974, salary will be adjusted.

###This is a one-year terminal appointment. Chairman (Mr. Hamilton) and Dean of the College of Business (Dr. Carroll) notified him in writing (letter dated January 23, 1974) that he would not be recommended for appointment after the 1974-75 academic year.

####Part-time assignment.

*#All teaching personnel will be required to comply with the new Conditions of Appointment as approved by the Board of Trustees.

COLLEGE OF EDUCATION*

Name	Rank	1973-74		1974-75	
			9 Mos Sal		9 Mos Sal
R. W. Morrow	Dean	\$	19,500.00**	\$	19,800.00**
Kathryn Baxter	Secretary		4,116.00**		4,320.00**
<u>Department of Education:</u>					
A. J. Lynch	Professor-Chairman		18,400.00**		18,700.00**
E. R. Hopkins	Prof-Dir of St Tchg & Lab Experiences		17,400.00**		17,700.00**
Bert Stark	Professor		14,600.00		14,900.00
Cecil Garrison	Prof-Dir of Audio-Visual		14,600.00		14,850.00
Austin Glenn	Associate Professor		13,500.00		13,750.00
Kendall Hoggard	Assoc Prof-Director of Reading Research		13,500.00		13,750.00
Brownie Kimbrough	Associate Professor		13,300.00		13,600.00
Helen Lynch	Associate Professor		13,100.00		13,350.00
Darrell Gentry	Associate Professor		12,400.00		13,050.00
Teresa Lanclos	Assistant Professor		12,500.00		12,750.00
John Price	Assistant Professor		12,500.00		12,750.00
<u>Department of Psychology:</u>					
Clyde Reese	Professor-Chairman		18,400.00**		18,700.00**
Nelton Patterson	Professor		14,500.00		14,800.00
Paul Witherspoon	Professor		14,300.00		14,550.00
James Rollins	Professor		14,200.00		14,450.00
Joel Keeter	Professor		14,100.00		14,350.00
Bethel Thomas	Associate Professor		13,200.00		13,450.00
Bobby Williams	Associate Professor		13,200.00		13,450.00
Louise Idomir	Associate Professor		13,200.00		13,400.00#
Billy L. Smith	Assistant Professor		12,500.00		12,750.00
Robert Feese	Instructor		10,200.00		10,450.00
Sarah Milam	Instructor		8,400.00##		8,700.00##
Kathryn Ruby	Secretary				4,320.00**
<u>Department of Special Education:</u>					
Harold Love	Professor-Chairman		18,400.00**		18,700.00**
James Mayhugh	Professor		14,300.00		14,550.00
David Naylor	Associate Professor		12,500.00		13,100.00
James Mainord	Assistant Professor		11,200.00		11,350.00*#
James Thurman	Assistant Professor		11,000.00		11,250.00
Mary K. Stewart	Assistant Professor		10,800.00		11,150.00
Shirley Henderson	Assistant Professor		10,500.00		10,750.00
Joe Walthall	Assistant Professor		on leave		9,500.00
Betty Fusilier	Instructor		9,500.00		9,750.00
Jean Thompson	Secretary		4,116.00**		4,320.00**

*All teaching personnel will be required to comply with the new Conditions of Appointment as approved by the Board of Trustees.

**12 months salary.

#This appointment does not carry tenure.

##Must attend summer school full time until thirty hours beyond Master's Degree is earned.

***12 months salary--effective date of employment is April 4, 1974.

*#1975-76 appointment is contingent upon having made substantial progress toward the doctorate.

COLLEGE OF FINE AND APPLIED ARTS AND SCIENCES##

Name	Rank	1973-74		1974-75	
			9 Mos Sal		9 Mos Sal
Jeff Farris	Dean	\$	19,500.00*	\$	19,800.00*
Carol Sullivan	Secretary		4,764.00*		5,004.00*
<u>Department of Art:</u>					
Jerry Poole	Assoc Prof-Chairman		17,000.00*		17,300.00*
Gene Hatfield	Assistant Professor		10,900.00		11,112.00
Tim Morris	Assistant Professor		10,600.00		10,812.00
Robert Thompson	Assistant Professor		10,500.00		10,712.00
Pat Larsen	Assistant Professor		10,500.00		10,712.00
Wanda McKenzie	Instructor		10,100.00		10,312.00
<u>Department of Health & Physical Education:</u>					
Fletcher Lowry	Professor-Chairman		18,400.00*		18,700.00*
Arvil Burks	Professor		14,600.00		14,812.00
Betty Swift	Professor		14,600.00		14,812.00
Bill Nutter	Associate Professor		15,200.00*		15,465.00*
Cliff Horton	Assoc Prof-Ath Dir		15,000.00**		15,265.00**
Rex Lovell	Asst Prof-Baseball Coach		12,400.00**		12,950.00**
J. L. Gates	Asst Prof-Swim & Gym Coach		12,200.00		12,412.00
Willa B. Spencer	Assistant Professor		10,500.00		10,712.00
Ann Machen	Assistant Professor		9,200.00		9,762.00
Ken Stephens	Head Football Coach		15,300.00**		15,600.00**
Don Nixon	Head Basketball Coach		13,000.00**		13,300.00**
Bill Stephens	Asst Ftbl Coach & Track Coach		12,800.00**		13,100.00**
Paul Clark	Asst Football Coach		12,200.00		12,200.00#
Gerald Harrison	Asst Football Coach		11,400.00**		11,650.00**
Mickey Johnson	Asst Football Coach		11,200.00**		11,500.00**
Rebecca Price	Secretary		5,004.00*		5,004.00*
Carol Putnam	Secretary		4,320.00*		4,320.00*
<u>Department of Home Economics:</u>					
Sue Thompson	Professor-Chairman		17,800.00*		18,100.00*
Frances Webb	Associate Professor		11,900.00		12,112.00
Sue Adams	Associate Professor		11,200.00		11,412.00
Almeria Lindsey	Associate Professor		10,400.00		11,012.00
Molsie Osborne	Nursery School Teacher		3,700.00		3,806.00
<u>Department of Industrial Education:</u>					
V. N. Hukill	Professor-Chairman		18,400.00*		18,700.00*
Kenneth Jordan	Associate Professor		13,000.00		13,212.00
Bernard O'Dwyer	Assistant Professor		10,500.00		10,712.00
Charles Powers	Instructor		10,000.00		10,212.00

*12 months salary.

**Must teach one five-weeks summer term; 12 months salary.

#12 months salary--must teach one five-weeks summer term. Contract expires December 31, 1974.

##All teaching personnel will be required to comply with the new Conditions of Appointment as approved by the Board of Trustees.

Name	Rank	1973-74 9 Mos Sal	1974-75 9 Mos Sal
<u>Department of Library Science:</u>			
Jerrel Moore	Assoc Prof-Head Libr	\$ 15,500.00*	\$ 15,800.00*
Gladys Sachse	Assoc Prof-Asst Libr	13,900.00*	14,165.00*
Opal Walters	Assistant Librarian	11,000.00*	11,265.00*
Ruth Farmer	Assistant Librarian	10,200.00*	10,465.00*
Willie Hardin	Instr & Asst Libr	10,200.00*	10,465.00*
LaVonne Blackman	Assistant Librarian	10,000.00*	10,265.00*
Gay Moore	Assistant Librarian	8,200.00	8,412.00
Carol Powers	Assistant Librarian	8,200.00	8,412.00
Pauline Bradford	Secretary	4,536.00*	4,764.00*
Rita Boydston	Secretary	4,116.00*	4,320.00*
Denise Bradley	Secretary	4,116.00*	4,320.00*
Ramona Cunningham	Secretary	4,116.00*	4,320.00*
Linda Palmer	Secretary	3,924.00*	4,320.00*
Peggy Smith	Secretary	3,924.00*	4,320.00*
Mary Davidson	Secretary	3,732.00*	4,320.00*
Betty McAdoo	Secretary	3,732.00*	4,320.00*
Corinne Daves	Secretary	3,732.00*	4,320.00*
<u>Department of Music:</u>			
Carl Forsberg	Professor-Chairman	18,400.00*	18,700.00*
Howard Groth	Professor	14,700.00	14,912.00
Don Collins	Associate Professor	12,600.00	13,212.00
Wayne Griffith	Associate Professor	10,400.00	10,612.00
Homer Brown	Asst Prof-Dir of Bands	11,000.00	11,612.00
Sue Evans	Assistant Professor	11,000.00	11,212.00
Pat Hasty	Asst Prof-Asst Dir Bands	10,500.00	10,712.00
Leonard Phillips	Assistant Professor	9,900.00	10,112.00
Ronald Fox	Instr & Asst Dir of Bands	10,000.00	10,212.00
Clark Kelly	Instructor	8,700.00	8,912.00
Laura McNew	Secretary	4,116.00*	4,320.00*
<u>Department of Nursing:</u>			
Jeanette Grosicki	Professor-Chairman	19,000.00*	19,300.00*
Patricia Trussell	Dir of Grad Ed & Prof of Nursing & Hlth Educ	18,000.00*	18,265.00*
Clara Forsberg	Associate Professor	11,200.00	11,812.00
Elvā Holland	Assistant Professor	11,000.00	11,212.00
Anna Lee Sanders	Assistant Professor	11,000.00	11,212.00
Martha Vroeman	Assistant Professor	11,000.00	11,212.00
Mary Lachowsky	Assistant Professor	11,000.00	11,212.00
Margaret Pinder	Instructor	10,000.00	10,212.00
Frances Carr	Instructor	10,000.00	10,212.00
Ruth Rawlins	Instructor	10,000.00	10,212.00
Bobbie Sterling	Instructor	10,000.00	10,212.00
Jean Kelly	Instructor	10,000.00	10,212.00
Cornelia Beck	Instructor	10,000.00	10,212.00
Betty Tracy	Instructor	5,500.00**	5,606.00**
Kathryn Little	Instructor	5,000.00**	5,106.00**
Alpha G. Devine	Assistant Instructor	7,000.00	7,000.00#
Doris Amrine	Assistant Instructor	7,000.00	7,000.00#
June Kelly	Assistant Instructor	7,000.00	7,000.00#
Laura Speights	Assistant Instructor	7,000.00	7,000.00#

*12 months salary.

**Part-time assignment.

#Plus waiver of fees for self, only--not retroactive.

Name	Rank	1973-74		1974-75	
		9 Mos Sal		9 Mos Sal	
Beverly Lewis	Assistant Instructor	\$ 7,000.00		\$ 7,000.00*	
Linda Cassil	Assistant Instructor	7,000.00		7,000.00*	
Helen Thomas	Assistant Instructor	7,000.00		7,000.00*	
Kathryn Green	Assistant Instructor	7,000.00		7,000.00*	
Phyllis Phelps	Assistant Instructor	7,000.00		7,000.00*	
Beatrice Diehl	Assistant Instructor	7,000.00		7,000.00*	
Margaret Hays	Secretary	4,320.00**		4,536.00**	
Mary Westfall	Secretary	4,536.00**		4,536.00**	
Joyce McKenzie	Secretary	4,116.00**		4,320.00**	
Joyce Goff	Secretary	4,116.00**		4,320.00**	
Joyce Lancaster	Secretary	3,732.00***		3,732.00***	

Department of Health Sciences:

Jasper McPhail	Professor-Director	18,400.00**		18,700.00**	
Joe Finnell	Assoc Prof-Phys T.	15,000.00#		15,000.00#	
Marian Ross	Assoc Prof-Occup T.	15,000.00#		15,000.00#	
Ann Hightower	Asst Prof-Phys T.	14,360.00#		14,360.00#	
Margaret Kirby	Asst Prof-Hlth Sci	14,000.00**		14,265.00**	
Jacquelyn Bell	Asst Prof-Occup T.	11,800.00		12,012.00	
Mae Jackson	Asst Instr-Occup T.	7,000.00		7,000.00*	
Ruth Waldrop	Secretary	6,084.00**		6,084.00**	
Eula Cole	Secretary	5,520.00**		5,520.00**	
Martha Granger	Secretary	5,004.00**		5,004.00**	

Department of Military Science:

Mozelle Hollinger	Secretary	4,764.00**		5,004.00**	
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*plus waiver of fees for self, only--not retroactive.

**12 months salary.

***part-time assignment.

#12 months salary--contract ends December 31, 1974.

COLLEGE OF SCIENCE AND HUMANITIES*

Name	Rank	1973-74		1974-75	
		9 Mos Sal		9 Mos Sal	
O. W. Rook	Dean	\$ 19,500.00**		\$ 19,800.00**	
Nancy Dearmore	Secretary	3,924.00**		4,320.00**	

<u>Department of Biology:</u>					
T. J. Burgess	Professor-Chairman	18,300.00**		18,600.00**	
Neal Buffaloe	Professor	14,900.00		15,161.00	
J. B. Throneberry	Professor	14,700.00		14,961.00	
Jewel Moore	Professor	14,700.00		14,961.00	
R. A. Collins	Professor	14,600.00		14,861.00	
D. D. Smith	Associate Professor	13,200.00		13,461.00	
Donald Culwell	Associate Professor	13,000.00		13,261.00	
J. R. Nichols	Assistant Professor	12,000.00		12,261.00	
Wilbur Owen	Assistant Professor***	11,400.00		12,063.00***	
R. T. Kirkwood	Assistant Professor	11,100.00		11,361.00	
Ray Kinser	Assistant Professor	11,000.00		11,261.00	
Marcia Lacey	Secretary	4,764.00**		4,764.00**	

*All teaching personnel will be required to comply with the new Conditions of Appointment as approved by the Board of Trustees.

**12 months salary.

***Provided doctorate is earned by September 1, 1974.

Name	Rank	1973-74 9 Mos Sal	1974-75 9 Mos Sal
<u>Department of Chemistry:</u>			
Jerry Manion	Professor-Chairman	\$ 18,400.00*	\$ 18,700.00*
C. C. Kennedy	Professor	14,600.00	14,875.00
G. S. Paul	Professor	14,400.00	14,675.00
Faril Simpson	Professor	13,700.00	13,975.00
M. W. Rapp	Associate Professor	13,500.00	13,792.00
Arthur Hoyt	Associate Professor	13,400.00	13,675.00
Donna Mitchell	Secretary	3,924.00*	4,320.00*
<u>Department of English and Journalism:</u>			
Ralph Behrens	Professor-Chairman	18,300.00*	18,600.00*
E. A. Nolte	Professor	14,700.00	15,000.00
Jeff Henderson	Associate Professor	13,500.00	13,800.00
Mary Henze	Associate Professor	13,200.00	13,500.00
Henry Rogers	Associate Professor	13,000.00	13,300.00
Gary Davenport	Associate Professor	12,500.00	13,100.00
Virginia Levey	Associate Professor	12,500.00	13,100.00
Richard Hudson	Associate Professor	11,000.00	11,200.00
Dean Duncan	Assistant Professor	12,200.00	12,500.00
John Lammers	Assistant Professor	12,000.00	12,250.00
Ima Van Natter	Assistant Professor	10,800.00	11,000.00
Dorothy Finklea	Assistant Professor	10,800.00	11,000.00
Marie Rodgers	Assistant Professor	10,800.00	11,000.00
Virginia Holiman	Assistant Professor	10,500.00	10,800.00
Betty Young	Assistant Professor	10,200.00	10,400.00
Sarah Fountain	Assistant Professor	10,000.00	10,200.00
Beverly Thrasher	Instructor	8,100.00	8,300.00
Rita Kellar	Secretary	4,320.00*	4,320.00*
<u>Department of Foreign Languages:</u>			
Ramon Rozzell	Professor-Chairman	18,400.00*	18,700.00*
Walter Eichmann	Associate Professor	13,000.00	13,195.00
Nicole Hatfield	Assistant Professor	5,500.00	5,500.00
Nancy Adcock	Instructor	9,000.00	9,200.00
Nilda Hannan	Assistant Instructor	2,250.00	2,250.00
<u>Department of Geography:</u>			
William Keinath	Professor-Chairman	18,200.00*	18,500.00*
Raymond Shanafelt	Assistant Professor	11,000.00	11,000.00**
<u>Department of History:</u>			
Foy Lisenby	Professor-Chairman	18,400.00*	18,700.00*
Waddy Moore	Professor	14,700.00	15,000.00
Harry Readnour	Associate Professor	12,500.00	13,100.00
William Larsen	Associate Professor	11,600.00	11,800.00
James Brodman	Assistant Professor	11,700.00	11,700.00**
William Mayes	Assistant Professor	10,000.00	10,600.00
Maurice Webb	Assistant Professor	10,500.00	10,700.00
Donald Jones	Instructor	9,700.00	9,900.00
Janie Jones	Secretary	3,924.00*	4,320.00*
<u>Department of Mathematics:</u>			
Frank Hudson	Professor-Chairman	18,400.00*	18,700.00*
J. D. Henry	Professor	14,700.00	15,000.00
Darrell Kilman	Professor	13,700.00	14,350.00

*12 months salary.

**This is a terminal appointment. Future appointments will be contingent upon completion of the doctorate.

Name	Rank	1973-74	1974-75
		9 Mos Sal	9 Mos Sal
James Dombek	Associate Professor	\$ 13,200.00	\$ 13,500.00
Estelle White	Associate Professor	11,900.00	12,100.00
Harold Henry	Associate Professor	11,600.00	11,800.00
Donald Adlong	Assistant Professor	10,900.00	11,100.00
James McKim	Assistant Professor	10,900.00	11,100.00
Virginia Bonds	Assistant Professor	10,500.00	10,700.00
Mary Muse	Instructor	10,200.00	10,400.00
Tom McAnally	Instructor	10,000.00	10,200.00
Cynthia Mahan	Secretary	3,924.00*	4,320.00*
<u>Department of Philosophy:</u>			
Patrick Murray	Professor	14,900.00	15,120.00
J. D. Shelton	Assistant Professor	11,100.00	11,100.00**
<u>Department of Physics:</u>			
Denver Prince	Professor-Chairman	18,400.00*	18,700.00*
Darrell Hutchins	Associate Professor	13,500.00	13,600.00
Harold Pray	Associate Professor	13,000.00	13,300.00
Ralva Bass	Associate Professor	12,400.00	12,658.00
Maurice Ayers	Instructor	9,000.00	9,300.00
<u>Department of Political Science:</u>			
Robert McChesney	Professor-Chairman	18,400.00*	18,700.00*
Simms McClintock	Associate Professor	11,600.00	11,834.00
Donald Whistler	Assistant Professor	12,600.00	12,850.00
Terry Smith	Assistant Professor	12,200.00	12,750.00
<u>Department of Sociology:</u>			
Carl Redden	Professor-Chairman	18,400.00*	18,700.00*
James Haggard	Associate Professor	13,000.00	13,300.00
Charles Lewis	Associate Professor	12,900.00	13,500.00
Mildred Armour	Associate Professor	12,000.00	12,125.00
Michael Trower	Assistant Professor	12,400.00	12,400.00**
Fay Tucker	Secretary	4,116.00*	4,320.00*
<u>Department of Speech:</u>			
Glenn Smith	Professor-Chairman	18,300.00*	18,600.00*
James Yaughner	Assistant Professor	12,500.00	12,700.00
Robert Hawley	Assistant Professor	10,000.00	10,200.00
Sally Roden	Assistant Professor	10,000.00	10,200.00
George Lasset, III	Instructor	9,700.00	9,700.00***

*12 months salary.

**This is a terminal appointment. Future appointments will be contingent upon completion of the Ph. D. Degree.

***This is a terminal appointment.

Motion was made by Mr. Johnson, seconded by Mr. Dixon and passed by unanimous vote authorizing President Snow to make staff appointments for the summer session, 1974, for the regular session, 1974-75, to be formally acted upon at subsequent meetings of the Board.

Dr. Sneed made a motion that open meeting be declared. A second to this motion was made by Mr. Norman and passed by unanimous vote.

In open meeting resignations, leaves of absence, retirements, and special appointment as recommended by President Snow were approved upon motion made by Dr. Johnson, seconded by Mr. Dixon and passed by unanimous vote.

Mr. Johnson made a motion that appointments as recommended by President Snow be approved. Furthermore, the motion stipulated that all teaching personnel be required to comply with the new conditions of appointment as approved by the Board of Trustees. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

Motion was made by Mr. Johnson, seconded by Mr. Dixon and passed by unanimous vote authorizing President Snow to make staff appointments for the summer session, 1974, for the regular session, 1974-75, to be formally acted upon at subsequent meetings of the Board.

Mr. Norman made a motion that the apparent low bid in the amount of \$66,770.00 for the construction of a press box for the existing west grandstand of Estes Stadium be rejected and that Mr. Bruce R. Anderson, architect, be admonished to design a plan that could be constructed for approximately \$40,000.00. A second to this motion was made by Mr. Dixon and passed by unanimous vote.

A motion was made by Mr. Norman authorizing the Vice President for Academic Affairs and the Chairman of the Department of Biology to sign documents required by the Department of the Treasury; Bureau of Alcohol, Tobacco and Firearms. A second to this motion was made by Mrs. Hammans and passed by unanimous vote.

The following Resolution was adopted upon motion made by Mr. Norman, seconded by Dr. Sneed and passed by unanimous vote:

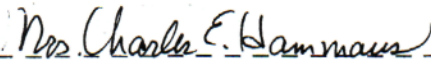
Be it resolved that the graduating class of the State College of Arkansas in 1976 shall be designated the American Revolution Bicentennial Class; and be it further resolved that the diplomas of the class of 1976 shall bear the official Bicentennial emblem.

This motion further stated that an amount not to exceed \$500.00 be made available to the State College of Arkansas American Revolution Bicentennial Committee for expenses.

Mr. B. W. Horton, Vice President for Financial Affairs, interpreted and distributed copies of the financial report as of February 28, 1974.

There being no further business to come before the Board, the meeting was adjourned.


James W. Ahlf, Chairman


Mrs. Charles E. Hammans, Secretary