

The Board of Trustees of the University of Central Arkansas convened in regular meeting on Wednesday, March 17, 1976, at one o'clock in the afternoon on the campus in Conway, Arkansas, with the following officers and members of the Board present, to-wit:

Chairman: James W. Ahlf  
 Vice Chairman: Bill Johnson  
 Secretary: Mrs. Charles E. Hammans  
 Dr. J. Albert Johnson  
 Charles R. Dixon  
 Henry L. Jones, Jr.

and with the following absent, to-wit:

Dr. John W. Sneed, Jr.

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

Upon motion made by Mrs. Hammans and seconded by Mr. Johnson, the minutes of the last meeting of the Board of Trustees were approved by unanimous vote.

Mrs. Hammans made a motion that the apparent low bid of Solar/Matic, Inc. in the amount of \$59,180 for mechanical equipment replacement in the Student Center be accepted. A second to this motion was made by Dr. Johnson and passed by unanimous vote.

The following personnel policies were approved upon motion made by Mr. Johnson, seconded by Mrs. Hammans and passed by unanimous vote:

Plan for All Full-time Twelve Month Classified Employees (Effective July 1, 197

SUBJECT: Annual Leave Policy

1. Employees will earn two weeks (10 working days) of annual leave after one year of employment. Employees will earn three weeks of annual leave after ten years of employment and thereafter.
2. Employees will be eligible for annual leave one year from the time of employment. At the convenience of the university, the employees may be granted emergency annual leave which leave shall be charged against the total annual leave specified under Section 1 above. Annual leave must be taken during the twelve months following anniversary date. No annual leave will be granted in absence of annual leave earned.
3. No annual leave is earned if employee terminates his employment before one year of service.
4. Employees shall be granted time off with pay to observe the following legal holidays:
  - July 4
  - Labor Day
  - Memorial Day
  - A total of 5 days for Christmas and New Year
  - A total of 2 days for Thanksgiving.
5. Annual leave must be approved by the department head prior to the employee's taking annual leave. The university operation will normally govern the annual leave to be taken. However, consideration will be given to seniority and to the employee's preference.

6. Annual leave is to be figured consecutively. If an employee terminates his employment and returns later, the annual leave time will start on the date the employee is re-employed.
7. A terminating employee who has accrued more than one year of service shall be entitled to receive the balance of his unused leave by receiving remuneration equivalent for the leave earned.
8. Annual leave will not accrue while an employee is on leave without pay.
9. Annual leave may be used to extend sick leave.

Sick Leave for Non-contracted Personnel--12 months a year:

1. All employees, hourly and monthly, will accrue one day sick leave for each month of employment--beginning after the first month of employment. Sick leave can be accrued up to a maximum of 20 days. Up to 40 days may be accumulated after five years of full-time employment. An employee may become eligible for 40 days of sick leave on the fifth anniversary of employment. Proof may be required by the university.
2. Eligibility for sick leave begins immediately upon date of employment. However, sick leave can not be granted until earned.
3. Sick leave will not accrue while an employee is on leave without pay.
4. An employee may be required to furnish sufficient proof of sickness.
5. With prior approval of employee's supervisor, sick leave applies to employees, spouses, dependent children, or parents, only.
6. A terminating employee will not be paid for accumulated sick leave.

Leave for Non-contracted Personnel Working 9 Months a Year:

1. Employees working under this plan will be eligible for holidays set out in Section 4 if these holidays fall during their nine months employment.
2. Employees will earn one week (5 working days) annual leave for the nine months work.
3. Employees will be able to earn one day sick leave for each month of employment. Sick leave can be accrued up to a maximum of 10 days.

Part-time and Temporary Personnel:

1. Part-time and temporary employees are those who work less than full time, or those who are employed for a period of time less than nine months.
2. Part-time and temporary employees do not earn annual leave, sick leave, nor are they paid for holidays.

Death:

1. An employee may take time off as a result of death in his/her immediate family and receive pay for the day of death, plus one day of mourning and one day for funeral. The immediate family is to include father, mother, husband, wife, son or daughter, parents of spouse, son-in-law or daughter-in-law.

Dr. Johnson made a motion that effective the fall semester, 1976, room and board charges be increased \$12.50 per pay period. A second to this motion was made by Mrs. Hammans and passed by unanimous vote.

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

The following resignations, retirements, leaves of absence, and appointments for 1976-77 as recommended by President Farris were approved upon motion made by Mrs. Hammans with the stipulation that the annual salary for President Farris be \$37,000 and his contract be extended through June 30, 1978. A second to this motion was made by Dr. Johnson and passed by unanimous vote.

Resignations:

1. Bobby Deal, Security Officer, effective January 16, 1976.
2. Mickey Johnson, Assistant Basketball Coach, effective February 1, 1976.
3. Randy Shannon, Computer Operator I, effective December 31, 1976.
4. William E. Cowan, Security Officer, effective February 20, 1976.
5. Danny E. Bassett, Instructor of General Business, effective May 31, 1976.
6. Carol Adcock, Instructor of Foreign Languages, effective May 31, 1976.
7. Owen Moseley, Assistant Professor of Accounting, effective May 31, 1976.

Early Retirements:

1. Estelle White, Associate Professor of Mathematics, effective May 31, 1976.
2. S. D. White, Director of Extension and Correspondence, effective May 31, 1976.

Leaves of Absence:

1. Ronald S. Fox, Instructor of Music, academic year 1976-77 without pay.
2. Michael J. Borengasser, Instructor of Geography, extension of leave for 1976-77 academic year without pay.
3. Clark Kelly, Instructor of Music, extension of leave for 1976-77 academic year without pay.
4. Tim Morris, Assistant Professor of Art, extension of leave for 1976-77 academic year without pay.
5. William Keinath, Professor-Chairman, Department of Geography, second summer term without pay.

		PRESIDENT	
Name	Title	1975-76 12 Mos Sal	1976-77 12 Mos Sal
Jefferson D. Farris	President	\$ 34,000.00	\$ 37,000.00*
Maxine Crafton	Administrative Secretary	9,852.00	10,344.00
Earl McGehee	Prof-Dir of Computer Serv	20,500.00	21,500.00
Steve Earney	Systems Analyst II	14,957.00	15,675.00
Donald Wilson	Applications Programmer II	9,267.00	9,712.00
Lynn Hartman	Applications Programmer II	8,437.00	8,842.00
Verlon Dixon	Computer Operator II	7,000.00	7,277.00
Jewell Johnson	Data Input Operator II	6,763.00	7,088.00
Rob Stratton	Computer Operator I	5,756.00	6,322.00
Reba Dame	Clerk-Typist	5,332.00	5,875.00
Charlene Bland	Data Input Operator I	5,104.00	5,606.00
Kathleen Adkisson	Data Input Operator I	5,104.00	5,606.00
W. H. Osborne	Dir of Research & Coordinator of Desegregation & Affir Act	19,500.00	20,000.00

\*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 two years ending June 30, 1978.

Dan Vogler	MEDIHC Coordinator	\$ 12,000.00	\$ 12,000.00
Denise Marsee	Secretary	5,340.00	5,461.00

Vice President for Academic Affairs and Dean of Faculty

Marvin De Boer	VP for Academic Affairs & Dean of Faculty	26,500.00	28,500.00
Freda Thompson	Secretary II	7,123.00	7,123.00
H. B. Hardy	Dean, Graduate School & Associate Dean of Faculty	23,500.00	24,500.00
Abbie Williams	Secretary II	7,123.00	7,465.00
W. D. Moon	Professor-Dean of Undergrad- uate Studies	22,500.00	24,000.00
Johnnie Bearfield	Clerk-Steno II	5,241.00	5,756.00
O. W. Rook	Professor-Director of Ex- emplary Studies	22,500.00	23,000.00
Clyde Reese	Professor-Chairman, Dept of Continuing Education	21,000.00	22,365.00
Annie Stell	Clerk-Steno I	5,349.00	5,875.00
L. P. Crafton	Director of Audio-Visual	16,721.00	17,221.00
Charles Downs	Registrar	16,428.00	17,000.00
J. B. Robertson	Assistant Registrar	11,010.00	11,560.00
Corinne Robinson	Secretary II	7,123.00	7,462.00
Julia Bass	Clerk Steno II	5,241.00	5,492.00
Paula Smith	Secretary II	7,462.00	7,823.00
Joyce Lancaster	Secretary I	6,322.00	6,625.00

Vice President for Public Affairs and Assistant to the President

Bill Pate	VP for Public Affairs & Assistant to President	23,500.00	25,500.00
Louise Ligon	Secretary II	7,123.00	7,465.00
Tommy Smith	Director of Information	16,000.00	16,428.00
Jerry J. Harrison	Asst Dir of Information	13,500.00*	14,000.00
Ann Noggle	Clerk-Steno I	5,104.00	5,606.00
Nancy Martin	Clerk-Steno I	5,104.00	5,606.00
James Schneider	Information Specialist	11,454.00	12,000.00
W. H. Adams	Dir of Alumni Association	10,326.00	10,800.00
L. B. Dame	Phys Plant Superintendent	14,000.00#	14,250.00#
Bennie Battles	Asst Supt of Phys Plant	10,205.00	10,705.00
Gena Finn	Clerk I	5,196.00	5,606.00
Addie Loy	PBX Operator	5,719.00	6,282.00

\*Salary as Assistant Football Coach.

#Plus house and utilities on campus.

Vice President for Student Affairs

John Stefferud	Prof of Ed & VP for St Aff	\$	\$25,500.00
John Hurley	Assistant Dean of Students	14,000.00	14,700.00
Imogene Hopkins	Secretary II	7,277.00	7,626.00
Betty Ward	Accountant Assistant	5,492.00	6,032.00
Gayla Tapley	Clerk-Steno I	4,855.00	5,332.00
W. E. Yates	Instr, Dir of Career Counseling Center & Dir of Placement	14,232.00	14,832.00
Gloria Earney	Clerk-Steno II	5,492.00	6,032.00
Marvin Bishop	Director of Student Aid	14,500.00	15,225.00
Harold McDonald	Asst to Dir of Student Aid	12,500.00	13,125.00
Judy Roach	Secretary II	7,116.00	7,465.00
Howard Montgomery	Director of Food Service	13,906.00*	14,600.00*
Clarence White	Asst Food Service Manager	10,928.00	11,500.00
Emily Montgomery	Dietitian	7,465.00	8,211.00
Betty Starkey	Secretary II	6,198.00	6,798.00
Leta Kinard	Accounting Assistant	5,492.00	6,032.00
Ruth Van Parys	Clerk I	4,969.00	5,457.00
Joe White	Director of Student Center	13,439.00	13,789.00
Leon Beaton	Asst Food Service Mgr	10,250.00	10,692.00
Stewart Snider	Bookstore Manager	9,267.00	10,164.00
Jerry White	Mgr. , Stu Union Operation	8,458.00	8,856.00
Sharon Bone	Secretary I	6,024.00	6,625.00
Gene Bartley	Bowling Lanes Manager	5,656.00	6,152.00
LaWanda Goode	Cashier	5,492.00	5,995.00
Bill Leach	Security Officer (Captain)	8,403.00	9,083.00
James Smith	Security Officer	7,654.00	8,028.00
C. C. Hensley	Security Officer	7,300.00	7,660.00
J. L. Tyrrell	Security Officer	7,300.00	7,660.00
Tom Jared	Security Officer	6,655.00	7,309.00
Coy Crow	Security Officer	6,053.00	6,974.00
D. G. Moore	Security Officer	6,053.00	6,655.00
Charles Alexander	Security Officer	6,053.00	6,655.00
Billy Wood	Security Officer	6,053.00	6,655.00
Billy McNew	Security Officer	6,053.00	6,655.00
Rick Joslin	Security Officer	6,053.00	6,655.00
Wilton Hill	Security Officer	6,053.00	6,350.00
Raymond Bright	Director of Housing	12,000.00	13,500.00
Betty Love	Clerk-Steno I	5,104.00	5,606.00
Bob Banister	Physician	1,200.00	1,200.00
Dorothy Erwin	Registered Nurse I	8,648.00	9,064.00
Rowena Herr	Registered Nurse I	7,458.00*	7,458.00*
Joyce Weaver	Registered Nurse I	7,132.00	7,479.00
Brenda Horton	Registered Nurse I	6,692.00	7,026.00
Carol Kersey	Res Hall Supv (Minton)	4,327.00#	4,540.00#
Pamela Snider	Res Hall Supv (State)	4,327.00#	4,540.00#
Jan Strange	Res Hall Supv (Arkansas)	4,327.00#	4,540.00#
Wydean Cochran	Res Hall Supv (Bernard)	3,805.00##	4,000.00##
Beth Williams	Res Hall Supv (Hughes)	3,805.00##	4,000.00##
Inez Henderson	Res Hall Supv (Carmichael)	3,805.00##	4,000.00##
Alene Davidson	Res Hall Supv (Conway)	3,805.00##	4,000.00##

\*Plus waiver of fees up to six graduate hours per semester.

#Plus apartment and utilities on campus.

##Plus apartment and utilities on campus and food when eaten in one of the university cafeterias.

Lena Anthony	Res Hall Supv (Denney)	\$ 3,805.00*	\$ 4,000.00*
Martha Knowles	Res Hall Supv (Carmichael)	3,805.00*	4,000.00*
Audra Hardy	Res Hall Supv (Short)	3,805.00*	4,000.00*
Marie Burrows	Res Hall Supv (Bernard)	3,805.00*	4,000.00*
Jewel Woodard	Res Hall Supv (Hughes)	3,805.00*	4,000.00*
Elizabeth Carter	Postmistress	6,032.00	6,625.00

Vice President for Business Affairs

B. W. Horton	VP for Business Affairs	25,000.00	27,000.00
Robert McClure	Comptroller	15,900.00	16,695.00
Carl Quaintance	Chief Accountant	12,298.00	12,912.00
Paul Douglas	Purchasing Agent	11,697.00	12,281.00
Gary Greene	Accountant I	11,488.00	12,040.00
Hilda Burge	Accountant I	9,403.00	9,873.00
Helen Russell	Secretary II	7,819.00	8,198.00
Mary Nolen	Secretary II	7,819.00	8,198.00
Inez Meisch	Accounting Assistant I	6,625.00	6,943.00
Patsy Mauldin	Accounting Assistant I	6,500.00	6,828.00
Betty Humphrey	Accounting Assistant I	6,444.00	6,763.00
Claudia Beaton	Cashier I	6,584.00	6,750.00
Judy Price	Secretary II	6,189.00	6,600.00
Joan Parker	Accounting Assistant I	5,875.00	6,308.00
Marion Parsons	Cashier I	5,680.00	6,308.00
Peggy Owen	Accounting Assistant I	5,604.00	6,157.00
Rojanna Hallman	Accounting Assistant I	5,492.00	6,030.00
Joyce Reid	Cashier I	5,430.00	6,008.00
Sheilah Hines	Accounting Assistant I	5,244.00	5,768.00
Sarah Lane	Cashier I	5,207.00	5,719.00
Debra Matthews	Accounting Assistant I	4,870.00	5,349.00

College of Business Administration

Name	Rank	1975-76	1976-77
		9 Mos Sal	9 Mos Sal
Conrad Carroll	Dean	\$ 22,500.00**	\$ 24,000.00**
Janet Bartley	Secretary I	5,241.00**	5,756.00**

Department of Accounting:

C. A. Hamilton	Assoc Prof-Chairman	18,700.00**	21,300.00**
Joe Zug	Instructor	11,300.00	11,800.00
Marilyn Clarkson	Instructor	10,600.00	11,075.00

Department of Business Education & Office Administration:

James Barr	Professor-Chairman	21,000.00**	22,365.00**
Fred Basco	Assoc Prof	13,620.00	14,200.00
Carra N. Donovan	Asst Prof	11,500.00	12,000.00
Carlisle Ellis	Asst Prof	11,500.00	12,000.00
Marcia Williams	Clerk-Typist	4,740.00**	5,207.00**

Department of Economics:

W. C. Johnson	Assoc Prof-Chairman	20,000.00**	21,300.00**
Loren Guffey	Professor	16,380.00	17,370.00
Charles Ellis	Asst Prof		14,800.00
Riggs Tucker	Asst Prof	13,380.00	13,815.00

Department of General Business Administration:

Morris Lamberson	Professor-Chairman	21,000.00**	22,365.00**
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\*Plus apartment, utilities on campus and food when eaten in university cafeteria.

\*\*12 months salary

Name	Rank	702.	
		1975-76 9 Mos Sal	1076-77 9 Mos Sal
Charmayne Cullom	Assoc Prof	\$ 14,575.00	\$ 15,175.00
Homer Saunders	Assoc Prof	14,380.00	14,920.00
Robert Fisher	Asst Prof	13,750.00	14,500.00
J. M. Koonce	Asst Prof	13,840.00	14,380.00
Garry Smith	Asst Prof	13,100.00	14,255.00
William Bounds	Asst Prof	13,100.00	13,700.00
Iris McAnally	Clerk-Typist	4,741.00*	5,207.00*

College of Education

Robert Morrow	Dean	22,500.00*	23,500.00*
Charlene Walthall	Clerk-Steno II	5,241.00*	5,756.00*
Kathryn Baxter	Clerk-Steno I	5,104.00*	5,606.00*

Department of Education:

A. J. Lynch	Professor-Chairman	21,000.00*	22,354.00*
E. R. Hopkins	Prof-Dir of Student Tchg & Laboratory Experiences	19,800.00*	21,000.00*
Cecil Garrison	Prof-Coor of Media & Com- munication Technology	16,400.00	20,000.00*
Bert Stark	Professor	16,500.00	17,500.00
Austin Glenn	Professor	15,950.00	17,000.00
Brownie Kimbrough	Assoc Prof	15,100.00	16,000.00
Kendall Hoggard	Assoc Prof-Director of Reading Research	15,050.00	15,900.00
Teresa Lanclos	Assoc Prof	14,750.00	15,650.00
Helen Lynch	Assoc Prof	14,650.00	15,450.00
Darrell Gentry	Assoc Prof	14,550.00	15,450.00
Sidney Mitchell	Assoc Prof	14,500.00	15,400.00
John Price	Asst Prof	14,150.00	15,400.00
Brenda Tyler	Instructor (part-time)	5,170.00	5,400.00

Department of Counseling & Psychology:

Nelton Patterson	Professor-Chairman	21,000.00*	22,354.00*
Paul Witherspoon	Professor	16,050.00	17,005.00
James Rollins	Professor	15,950.00	16,905.00
Joel Keeter	Professor	15,850.00	16,805.00
Rudolph Green	Assoc Prof-Dir of Developmental Skills Center	18,000.00*	18,929.00*
Bethel Thomas	Assoc Prof	14,850.00	15,610.00
Bobby Williams	Assoc Prof	14,850.00	15,610.00
Louise Idomir	Assoc Prof	14,800.00	15,560.00
Billy Smith	Assoc Prof	14,800.00	15,560.00
Sarah McAuley	Asst Prof	11,400.00	14,500.00*
Frank Marinelli	Asst Prof	13,500.00	14,190.00
Samuel Boyd	Asst Prof	13,500.00	14,160.00
Gerald Cound	Instr-Asst Track Coach	12,500.00*	13,500.00*
Robert Feese	Instr	11,550.00	11,939.00
Kathryn Ruby	Secretary I	5,756.00*	6,322.00*
Cheryl Dorman	Clerk-Typist I	4,632.00*	5,207.00*
Neva Pearson	Clerk-Typist I	4,596.00*	5,207.00*

Department of Special Education:

Harold Love	Professor-Chairman	21,000.00*	22,354.00*
James Mayhugh	Professor	16,050.00	16,950.00
David Naylor	Assoc Prof	14,700.00	15,541.00
James Mainord	Assoc Prof	13,200.00	14,170.00
Mary K. Stewart	Asst Prof	12,550.00	13,090.00
James Thurman	Asst Prof	12,350.00	12,878.00
Joe Walthall	Asst Prof	12,050.00	13,250.00

\*12 months salary.

Name	Rank	1975-76		1976-77	
		9 Mos Sal		9 Mos Sal	
Shirley Henderson	Asst Prof	\$ 12,000.00		\$ 12,516.00	
Elaine McNiece	Instr	10,800.00		11,172.00	
Betty Fusilier	Instr	10,750.00		11,120.00	
Jean Thompson	Clerk-Steno I	5,104.00*		5,606.00*	

College of Fine and Applied Arts and Sciences

Fritz Ehren	Dean	22,500.00*	24,000.00*
Carol Sullivan	Secretary I	5,756.00*	6,322.00*

Department of Art:

Jerry Poole	Professor-Chairman	21,000.00*	22,365.00*
Gene Hatfield	Asst Prof	12,380.00	12,875.00
Robert Thompson	Asst Prof	12,100.00	12,584.00
Pat Larsen	Asst Prof	11,900.00	12,376.00
Wanda McKenzie	Instr	11,450.00	11,794.00
Randy Jeter	Instr	11,250.00	11,558.00#

Department of Health and Physical Education:

Fletcher Lowry	Professor-Chairman (P. E.)	21,000.00*	22,365.00*
Arvil Burks	Professor-Chairman (H. E.)	16,320.00**	20,000.00*
Betty Swift	Professor	16,320.00	17,299.00
Cliff Horton	Assoc Prof-Athletic Director	17,121.00*	18,250.00*
Bill Nutter	Assoc Prof	15,410.00	16,180.00
Rex Lovell	Asst Prof-Baseball Coach	15,000.00*	15,600.00*
J. L. Gates	Asst Prof-Gym & Swim Coach	13,919.00	14,476.00
Willa Bell Spencer	Asst Prof	11,892.00	12,368.00
Ann Machen	Asst Prof	11,892.00	12,368.00
Ken Stephens	Head Football Coach	17,490.00*	18,000.00*#
Don Nixon	Head Basketball Coach	15,250.00*	16,000.00*
Bill Stephens	Head Track Coach	15,250.00*	15,500.00*
Paul Clark	Asst Football Coach	14,080.00*	14,600.00*#
Vance Strange	Asst Ftbl & Tr Coach	13,500.00*	14,000.00*#
Rick Kersey	Asst Football Coach		13,500.00*
Joe Couch	Assistant in Basketball		6,000.00##
Johnny Burnett	Instructor (part-time)	2,520.00	2,620.00
Rebecca Price	Clerk-Steno II	5,756.00*	6,322.00*
Carol Putnam	Clerk-Steno I	5,104.00*	5,606.00*

Department of Home Economics:

Sue Thompson	Professor-Chairman	21,000.00*	22,365.00*
Frances Webb	Assoc Prof	13,357.00	14,010.00
Sue Adams	Assoc Prof	12,766.00	13,419.00
Almeria Lindsay	Assoc Prof	12,257.00	12,870.00
Betty Morse	Asst Prof	14,000.00	14,560.00
Molsie Osborne	Nursery School Teacher	4,412.00	5,000.00
Ruby Thomas	Nursery School Teacher	3,366.00	4,500.00

Department of Industrial Education:

V. N. Hukill	Professor-Chairman	21,000.00*	22,365.00*
Kenneth Jordan	Assoc Prof	14,728.00	15,454.00
Carl McEntire	Asst Prof	14,000.00###	14,560.00###
Bernard O'Dwyer	Asst Prof	11,892.00	12,368.00
Charles Powers	Asst Prof	11,892.00	12,368.00
Sandra Lace	Clerk-Steno I	4,968.00***	5,349.00***

\*12 months salary. #Terminal appointment

\*\*Contract expires December 31, 1976. ##Plus waiver of traduate fees--12 mos sal.

###Grant Funds

\*\*\*Grant Funds--works one-half time in Department of Home Economics



Name	Rank	1975-76	1976-77
		9 Mos Sal	9 Mos Sal
<u>Department of Library Science:</u>			
Jerrel Moore	Assoc Prof-Head Librarian	\$ 17,710.00*	\$ 18,949.00*
Gladys Sachse	Assoc Prof-Asst Librarian	15,800.00*	16,590.00*
Opal Walters	Asst Librarian	12,600.00*	13,104.00*
Ruth Farmer	Asst Librarian	11,765.00*	12,235.00*
Dan Corley	Asst Librarian	10,950.00*	11,388.00*
Gay Moore	Asst Librarian	9,500.00	9,880.00
Carol Powers	Asst Librarian	9,500.00	9,880.00
Pauline Bradford	Secretary I	5,492.00*	6,032.00*
Peggy Smith	Clerk-Steno II	5,492.00*	6,032.00*
Corinne Daves	Clerk-Steno I	5,104.00*	5,606.00*
Connie Kuehn	Clerk-Typist I	5,104.00*	5,457.00*
Bertha Jordan	Clerk-Steno I	4,741.00*	5,207.00*
Annette Thrasher	Clerk I	4,741.00*	5,207.00*
Patsy Kitchens	Clerk-Typist I	4,741.00*	5,207.00*
Patricia Spivey	Clerk-Typist I	4,741.00*	5,207.00*
Betty McAdoo	Clerk-Steno I	4,870.00*	4,870.00*
<u>Department of Music:</u>			
Carl Forsberg	Professor-Chairman	21,000.00*	22,365.00*
Don Collins	Assoc Prof	14,500.00	15,225.00
Sue Evans	Assoc Prof	12,900.00	13,545.00
Wayne Griffith	Assoc Prof	12,000.00	12,600.00
Homer Brown	Asst Prof-Dir of Bands	12,900.00	15,000.00*
Sam Driggers	Asst Prof	12,250.00	12,740.00
Pat Hasty	Asst Prof-Asst Dir of Bands	11,900.00	12,495.00
John Erwin	Instructor	11,400.00	11,742.00
Barry Farmer	Instructor	10,000.00	10,300.00*#
Kalcho Gadedsky	Instructor (part-time)	3,600.00	3,708.00
Laura McNew	Clerk-Typist	4,969.00*	5,349.00*
<u>Department of Nursing:</u>			
Jeanette Grosicki	Professor	20,300.00**	17,299.00
Jean Harney	Assoc Prof	14,000.00	15,000.00
Anna Lee Sanders	Assoc Prof	14,200.00	15,000.00
Mary Lachowsky	Assoc Prof	14,200.00	15,000.00
Frances Owen	Instr	12,260.00	12,628.00
Jean Kelly	Instr	12,260.00	12,628.00
A. F. James	Instr	12,240.00	12,607.00
June Parsley	Instr	12,060.00	12,422.00
Laura Speights	Instr	12,060.00	12,422.00
Martha Nelson	Instr	11,880.00	12,422.00
Christine Warfield	Instr	11,700.00	12,051.00
Beverly Lewis	Instr	11,500.00	11,845.00
Linda Cassill	Instr	11,500.00	11,845.00
Beatrice Diehl	Instr	11,500.00	11,845.00
Carolyn Riviere	Instr	11,500.00	11,845.00
Virginia Drake	Asst Prof (part-time)	7,100.00	7,313.00
Margaret Pinder	Instr (part-time)	6,130.00	6,314.00
Doris Amrine	Instr (part-time)	5,750.00	5,923.00
Margie Hays	Asst Instr	9,000.00#	9,270.00#
Pamela Fulks	Asst Instr	8,415.00	8,667.00
Endrea Carroll	Asst Instr	8,415.00	8,667.00
Michelle Hambric	Clerk-Typist I	4,741.00*	5,207.00*
Myrtle Cook	Clerk-Steno II	4,524.00*	4,969.00*
Mary Westfall	Clerk-Typist (part-time)	2,850.00*	2,936.00*

\*12 months salary

\*#Terminal appointment

\*\*Salary as Professor-Chairman (12 months)

#12 months salary--plus waiver of graduate fees

Name	Rank	1975-76	1976-77 <sup>705</sup>
		9 Mos Sal	9 Mos Sal
<u>Department of Health Sciences:</u>			
T. J. Burgess	Prof of Biology & Coordinator, Sch of Hlth Sci	\$ 20,790.00#	\$ 22,000.00*
Joe Finnell	Assoc Prof-Chairman, PT	17,459.00*	18,420.00*
Marian Ross	Assoc Prof-Chairman, OT	17,459.00*	18,420.00*
Haddon Speakman	Asst Prof-PT	16,000.00*	16,640.00*
Phyllis Bartlow	Assoc Prof-OT		16,000.00*
Walter Erikson	Asst Prof-PT	15,000.00*	15,600.00*
Jackson Thomas	Asst Prof	12,000.00	12,500.00
Mae Jackson	Asst Prof-OT	11,800.00	12,272.00
Eula Cole	Secretary I	6,322.00*	6,422.00*
Martha Granger	Secretary I	5,756.00*	6,032.00*

<u>Department of Military Science:</u>			
Mozelle Hollinger	Secretary	5,756.00*	6,322.00*

College of Science and Humanities

Robert McChesney	Dean	22,500.00*	23,500.00*
Melissa Shock	Secretary I	5,241.00*	5,756.00*

<u>Department of Biology:</u>			
Neal Buffaloe	Prof-Acting Chairman	16,620.00**	22,300.00*
Jimmy Throneberry	Professor	16,405.00	17,554.00
Jewel Moore	Professor	16,405.00	17,554.00
Richard Collins	Professor	16,298.00	17,439.00
D. D. Smith	Assoc Prof	14,930.00	15,826.00
Donald Culwell	Assoc Prof	14,713.00	15,596.00
J. R. Nichols	Assoc Prof	14,411.00	15,276.00
Robert Kirkwood	Assoc Prof	13,487.00	14,297.00
Wilbur Owen	Asst Prof	13,537.00	14,214.00
Ray Kinser	Asst Prof	12,717.00	13,353.00
Marcia Lacey	Clerk-Steno II	5,492.00*	6,032.00*

<u>Department of Chemistry:</u>			
Jerry Manion	Professor-Chairman	21,000.00*	22,450.00*
Chester Kennedy	Professor	16,375.00	17,200.00
G. S. Paul	Professor	16,175.00	16,900.00
Faril Simpson	Professor	16,173.00	16,900.00
Michael Rapp	Professor	15,500.00	16,800.00
Arthur Hoyt	Assoc Prof	15,175.00	16,000.00
Leslie Hagenlocker	Clerk-Typist	4,741.00*	5,207.00*

<u>Department of English and Journalism:</u>			
Ralph Behrens	Professor-Chairman	20,790.00*	22,240.00*
Eugene Nolte	Professor	16,825.00	17,835.00
Mary Henze	Professor	15,150.00	16,600.00
Jeff Henderson	Assoc Prof	15,400.00	16,150.00
Henry Rogers	Assoc Prof	14,800.00	15,416.00
Gary Davenport	Assoc Prof	14,500.00	15,158.00
Virginia Levey	Assoc Prof	14,500.00	15,158.00
Richard Hudson	Assoc Prof	12,600.00	13,808.00
Betty Young	Assoc Prof	12,373.00	13,003.00
Dean Duncan	Asst Prof	13,750.00	16,854.00*
John Lammers	Asst Prof	13,500.00	14,042.00
Robert Lowrey	Asst Prof	13,000.00	13,470.00
Virginia Holiman	Asst Prof	12,200.00	12,750.00
Ima Van Natter	Asst Prof	12,100.00	12,534.00
Dorothy Finklea	Asst Prof	12,100.00	12,534.00
Marie Rodgers	Asst Prof	12,100.00	12,534.00
Sarah Fountain	Asst Prof	11,400.00	11,863.00
T. B. Kearns	Instr	11,500.00	11,852.00

#Salary as Professor-Chairman, Department of Biology--12 months salary

\*12 months salary.

\*\*Salary as Professor of Biology.

Name	Rank	1975-76 9 Mos Sal	1976-77 9 Mos Sal
Beverly Thrasher	Instr	\$ on leave	\$ 10,800.00
Lileha Rhea	Secretary I	5,492.00*	6,032.00*
<u>Department of Foreign Languages:</u>			
Waldemar Eichmann	Assoc Prof	14,601.00	15,331.00
Nicole Hatfield	Asst Prof	11,881.00	12,416.00
<u>Department of Geography:</u>			
William Keinath	Professor-Chairman	21,000.00*	22,250.00*
Raymond Shanafelt	Asst Prof	12,200.00	12,750.00#
Carl Jameson	Instr	11,400.00	11,800.00#
<u>Department of History:</u>			
Foy Lisenby	Professor-Chairman	21,000.00*	22,250.00*
Waddy Moore	Professor	16,600.00	17,596.00
Harry Readnour	Assoc Prof	14,606.00	15,424.00
William Larsen	Assoc Prof	13,128.00	13,856.00
James Brodman	Asst Prof	13,716.00	14,311.00
John Cocoran	Asst Prof	12,694.00	13,280.00
Maurice Webb	Asst Prof	11,935.00	12,485.00
William Mays	Asst Prof	11,881.00	12,407.00
Donald Jones	Asst Prof	11,556.00	12,091.00
Suzanne Wright	Clerk-Typist	5,104.00*	5,457.00*
<u>Department of Mathematics:</u>			
Frank Hudson	Professor-Chairman	21,000.00*	22,250.00*
J. D. Henry	Professor	16,375.00	17,475.00
Darrell Kilman	Professor	15,990.00	17,065.00
James Dombek	Assoc Prof	15,180.00	16,130.00
Harold Henry	Assoc Prof	13,050.00	13,700.00
Donald Adlong	Asst Prof	12,300.00	12,850.00
James McKim	Asst Prof	12,300.00	12,850.00
Mary Muse	Instr	11,770.00	12,220.00
Tom McAnally	Instr	11,550.00	12,000.00
Glenda Hill	Instr	10,300.00	10,700.00
Jean Connell	Clerk-Steno I	5,349.00*	5,606.00*
<u>Department of Philosophy:</u>			
Patrick Murray	Professor-Chairman	16,730.00**	21,000.00*
J. D. Shelton	Asst Prof	12,369.00#	12,869.00#
<u>Department of Physics:</u>			
Denver Prince	Professor-Chairman	21,000.00*	22,450.00*
Darrell Hutchins	Professor	15,025.00	16,500.00
Harold Pray	Assoc Prof	14,725.00	15,756.00
Ralva Bass	Assoc Prof	14,003.00	14,983.00
Maurice Ayers	Instr	10,560.00	11,088.00
<u>Department of Political Science:</u>			
Charles Dunn	Assoc Prof	14,900.00	15,650.00
Donald Whistler	Assoc Prof	14,900.00	15,500.00
Simms McClintock	Assoc Prof	13,134.00	13,884.00
<u>Department of Sociology:</u>			
Carl Redden	Professor-Chairman	21,000.00*	22,400.00*
Charles Lewis	Assoc Prof	15,042.00	15,869.00
Kennedy Upham	Assoc Prof	14,715.00	15,524.00
James Haggard	Assoc Prof	14,688.00	15,422.00
Mildred Armour	Assoc Prof (part-time)	6,709.50	7,045.00
Marc Petrowsky	Asst Prof	13,237.00	13,900.00

\*12 months salary

#Terminal appointment

Name	Rank	1975-76		1976-77	
		9 Mos Sal		9 Mos Sal	
Fay Tucker	Clerk-Steno I	\$	5,104.00*	\$	5,606.00*
<u>Department of Speech:</u>					
Glenn Smith	Professor-Chairman		21,000.00*		22,250.00*
Robert Hawley	Assoc Prof		12,650.00		13,500.00
Wayne Easley	Asst Prof		12,500.00		12,900.00
Sally Roden	Asst Prof		11,235.00		11,700.00

\*12 months salary

Open meeting was declared upon motion made by Mr. Johnson, seconded by Mr. Dixon and passed by unanimous vote.

Resignations, retirements, leaves of absence, and appointments for 1976-77 as recommended by President Farris were approved upon motion made by Mrs. Hammans with the stipulation that the annual salary for President Farris be \$37,000 and his contract extended through June 30, 1978. A second to this motion was made by Dr. Johnson and passed by unanimous vote.

Motion was made by Mr. Johnson, seconded by Mr. Jones and passed by unanimous vote authorizing President Farris to make appointments for the summer session, 1976, and for the regular sessions 1976-77, to be formally acted upon at subsequent meetings of the Board.

Upon motion made by Mr. Johnson and seconded by Mrs. Hammans the meeting was adjourned.

  
James W. Ahlf, Chairman

  
Mrs. Charles E. Hammans, Secretary