

The Board of Trustees of the University of Central Arkansas convened in regular meeting on Wednesday morning, April 6, 1977, at ten o'clock on the campus in Conway, Arkansas, with the following officers and members of the Board present, to-wit:

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

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. Dixon and seconded by Mrs. Hammans, the minutes of the last meeting of the Board of Trustees were approved by unanimous vote.

Mr. Jones made a motion that Trustees study the Board Policy Book that was distributed and be prepared at the June meeting to make recommendations for any changes in the policies as presented. A second to this motion was made by Mrs. Hammans and passed by unanimous vote.

Dr. Johnson made a motion that the February 28, 1977, financial report as presented by Mr. B. W. Horton, Vice President for Business Affairs, be accepted. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

Motion was made by Mrs. Hammans, seconded by Mr. Jones, and passed by unanimous vote approving Teaching Graduate Assistants according to the following criteria.

Guidelines for Graduate Assistants in Teaching Roles

To be considered for an assignment as a teaching graduate assistant, the following requirements should be met: (1) be admitted to a degree program at the University of Central Arkansas, (2) have earned a minimum of nine graduate hours with at least six in the area in which the student will teach (these

graduate hours must be earned at U. C. A.), and (3) agree to enroll in nine hours during the semester in which the student would have a teaching assignment unless fewer than nine hours are needed to finish the degree.

After the candidate has completed the above requirements, and has been nominated by the department, the nomination would then be submitted to the dean of the college in which the nominee would be assigned. The nomination, carrying the endorsement of the college dean, would then be submitted to a committee consisting of the Vice President for Academic Affairs and Dean of Faculty, the Graduate Dean and Associate Dean of Faculty, and the Dean of Undergraduate Studies for final confirmation. At every level of consideration persons with prior teaching experience will be given preference.

When confirmed, the graduate assistant would be allowed to assume the responsibility for teaching one undergraduate introductory class under the supervision of the department chairperson, or a staff member designated by the chairperson. For teaching one three-hour course the graduate assistant would be credited with ten work hours per week and would be expected to spend an additional ten hours per week in work for the department.

These guidelines should be considered minimal. Any department anticipating the use of graduate assistants in teaching roles may establish additional guidelines with the approval of the appropriate college dean and the dean of the graduate school. The U. C. A. Affirmative Action Plan will be followed in the selection of graduate assistants.

The present policy for graduate assistants would be continued in departments which use graduate assistants as instructors in laboratory and activity courses and other departmental duties.

The following Policy on Summer Athletic Camps was adopted upon motion made by Mr. Dixon, seconded by Dr. Sneed, and passed by unanimous vote:

Policy on Summer Athletic Camps

Members of the university athletic staff are invited to develop and conduct athletic camps for junior and senior high school students utilizing university facilities during summer months. There are three primary purposes for developing such activities.

1. As a public service to youngsters throughout the state by providing intensive instruction in athletic skills.
2. As a source of supplementary income for the members of the athletic staff who develop and conduct these programs.
3. As a supplemental source of income for the athletic department of the university.

The coach in charge will have the administrative responsibility for the camp including recruitment, selection of staff, organization of the program, and oversight of the day-to-day activities of the camp.

The athletic director will be responsible for coordinating dates and establishing cost factors for each camp.

Essential and fixed costs of operation of the camp will be developed in detail between the athletic director and the camp director no later than April 15 of each year. These costs will include room and board charges to the participants, salary scale for the camp staff, a salary for the camp director, costs of advertising and enrolling campers, and the costs of any items to be given to campers. From these essential and fixed costs a fee for each camper for each camp will be established.

The university can assume no responsibility for underwriting the cost of these camps. Therefore, if sufficient campers are not enrolled one month prior to the beginning of the camp to offset the fixed costs the camp will be cancelled.

An accounting will be made at the conclusion of the camp to determine the income over and above the established and fixed costs. That profit will be divided on a basis of three-fourths going to the camp director and one-fourth to the operating budget of the athletic department. The income to the athletic department will be assigned to the budget of that sport for which the camp was held.

It is finally understood that the camp will be held during the summer term in which the camp director is not scheduled to teach.

Dr. Sneed made a motion that the extra room charge for those students who request a private room during the summer sessions be increased to \$25.00 per five-weeks period (total charge \$93.75). A second to this motion was made by Mr. Dixon and passed by unanimous vote.

The following plan for purchasing thirty mobile homes, as recommended by Mr. B. W. Horton, Vice President for Business Affairs, was approved upon motion made by Dr. Johnson, seconded by Mrs. Hammans, and passed by unanimous vote:

PROPOSAL--Mobile Home Operational Report for Fiscal Year 1977-78
(Purchase of 30 Mobile Homes)

Revenues:

Rental Income (30 units x \$85.00 x 12 x 90% occupancy)	<u>\$27,540.00</u>
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Expenditures:

Maintenance (30 units x \$180)	\$5,400.00
Electric Meters Installed	1,000.00
Insurance (30 units)	675.00
Equipment Replacement (30 units x \$180.00)	5,400.00
Utilities--Gas & Water (30 units x \$180.00)	<u>5,400.00</u>
	<u>\$17,875.00</u>

Total Profit 1977-78 Fiscal Year	<u>\$ 9,665.00</u>
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Less:

Purchase price of 30 units at \$450.00 per unit	\$13,500.00
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Rental Payments to Termination of Lease at August 11, 1977 (July & August, 1977)	<u>2,145.63</u>
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Total Operating Loss Fiscal Year 1977-78	<u>\$(5,980.63)</u>
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NOTE: Electricity will be paid by renter effective June 1, 1977. Present rent is \$100.00 per month which includes electricity, water, gas, and garbage. Effective June 1, 1977 rent is proposed to be \$85.00 per month including utilities above with the exception of electricity.

Mrs. Hammans made a motion that the university contract for food service with ARA-Slater at a cost of \$1.75 per day per student. Motion further authorized the university to negotiate various alternatives to the present food service contract; e. g., scramble bar, Sunday suppers, and transporting cooked food to Commons. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

An expenditure of approximately \$46,000 for replacing the roof on the Administration Building was approved upon motion made by Dr. Johnson, seconded by Mrs. Hammans, and passed by unanimous vote.

Motion was made by Mrs. Hammans, seconded by Mr. Dixon and passed by unanimous vote that Wingo Hall be closed as an apartment dormitory effective at the close of the spring semester, 1977.

Based upon the vote of the student body, Mr. Pat Aydelott, President of the Student Senate, appeared before the Board and requested permission to increase the student activity fee from \$7.00 to \$10.00 per semester. Motion was made by Mr. Johnson, seconded by Mr. Dixon, and passed by unanimous vote authorizing an increase in student activity fee of \$3.00 per semester.

Mrs. Hammans made a motion that effective the first summer term, 1977, registration fees be adjusted as follows: Motion further stipulated that registration fees at the University of Central Arkansas were not to be in excess of any of the other state universities. A second to this motion was made by Dr. Johnson and passed by the following vote: AYES: Mr. Ahlf, Mrs. Hammans, Dr. Sneed, Dr. Johnson, Mr. Dixon, and Mr. Jones. NOES: Mr. Johnson.

Registration Fee Proposal for 1977-78

REGISTRATION FEES

In State	Present	3 hours or less	\$ 50.00
		4 hours to 7 hours	100.00
		8 hours or more	200.00
	Proposed	\$20 per hour for first 11 hours	\$220.00
		12 hours or more	230.00
Out-of-State	Present	3 hours or less	\$ 63.75
		4 hours to 7 hours	127.50
		8 hours or more	255.00
	Proposed	\$25.00 per hour for first 11 hours	\$275.00
		12 hours or more	290.00

The following persons appeared before the Board to distribute reports and answer questions:

1. Mr. Gerald Cound, Director of Admissions,
2. Mrs. Barnetta Green, Career Planning and Placement Adviser, and
3. Mr. Cliff Horton, Athletic Director.

Dr. Jefferson D. Farris, President, reported on the past Legislative Session, structural defects in the Burdick Center, Terrazo floor in the Center for Teaching and Human Development, and the Home Management House.

Mr. Dixon 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.

Dr. Johnson made a motion that the present contract of Dr. Jefferson D. Farris, President, be extended for a period of one year ending June 30, 1979. For the period beginning July 1, 1977 and ending June 30, 1978, his salary will be at the rate of \$3,250 per month, and for the period beginning July 1, 1978 and ending June 30, 1979, the salary will be reviewed. 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 to be paid. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

The following appointments, resignations, retirement, and change in termination date were approved upon motion made by Dr. Sneed, seconded by Dr. Johnson, and passed by unanimous vote:

Administration

Name	Title	'76-'77 Salary	'77-'78 Salary
Jefferson D. Farris	President	\$ 37,000	\$ 39,000*
Maxine Crafton	Administrative Secretary	10,344	11,000
W. H. Osborne	Director of Research	20,000	21,000
Charles M. Hodge	Asst Prof of Educ & Coordinator of Desegregation & Aff Action	17,500	18,500
Earl McGehee	Prof of Math & Director of Computer Services	21,500	23,270
Steve Earney	Systems Analyst II	15,775	17,004
Thomas L. Babh	App Programmer II	11,528	12,272
Lilly Rogers	App Programmer II	9,267	9,906
Verlon Dixon	Computer Operator I	7,436	8,008
Jewell Johnson	Data Input Operator I	7,188	7,592
Rob Stratton	Computer Operator II	6,032	6,786
Charlene Bland	Data Input Operator I	5,606	6,058
Jimmie Hartwick	Data Input Operator I	5,349	6,058
Sharon Lessenberry	Secretary I	5,606	5,606
Cliff Horton	Assoc Prof of Phys Educ & Athletic Director	18,250	19,505
Ken Stephens	Head Football Coach	17,490	19,000**
Don Nixon	Head Basketball Coach	16,000	17,000
Rex Lovell	Asst Prof of Phys Educ & Baseball Coach	15,600	16,550
Eldon Hawley	Assistant Football Coach		16,500
Bill Stephens	Head Track Coach	15,600	16,535
J. L. Gates	Assoc Prof of Phys Educ & Swimming & Gymnastics Coach	14,476#	15,887#
Joe Couch	Asst Instr of Phys Educ & Asst Basketball Coach	6,000##	6,360##
James Armstrong	Asst Instr of Phys Educ & Asst Basketball Coach	6,000##	6,360##
Rebecca Price	Clerk-Steno I	6,322	6,838
Kathy White	Clerk-Typist	5,207	6,058

*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, 1979.

**Contract expires December 31, 1977.

#9 months salary.

##Plus waiver of graduate fees.

Name	Title	'76-'77 Salary	'77-'78 Salary
<u>Vice President for Academic Affairs & Dean of the Faculty</u>			
Marvin De Boer	Prof of Speech, VP for Academic Affairs & Dean of Faculty	\$ 28,500	\$ 30,500
H. B. Hardy	Prof of Ed., Dean of Graduate School & Assoc Dean of Faculty	24,500	26,000
Abbie Williams	Secretary II	7,465	7,956
W. D. Moon	Prof of Math & Dean of Undergraduate Studies	24,000	25,500
Reba Dame	Secretary II	5,756	6,331
Clyde Reese	Prof of Psych & Chrm of Dept of Continuing Education	22,365	23,565
Paula Smith	Secretary II	7,823	8,398
Annie Stell	Clerk-Steno I	5,875	6,396
Rita Wells	Clerk-Typist	5,606	6,166
Diane Myers	Clerk-Typist	5,104	5,104
O. W. Rook	Prof of History & Director of Exemplary Studies	23,000	23,445
V. J. Feck	Prof of Voc Ed & Director of Center for Vocational Educ	22,008	23,208
L. P. Crafton	Director-Audio/Visual Center	17,221	18,082
James Schneider	Information Specialist	12,000	12,818
Charles Downs	Registrar	17,000	17,850
J. B. Robertson	Assistant Registrar	11,560	12,138
Corinne Robinson	Secretary II	7,462	7,956
Julia Bass	Clerk-Steno II	5,492	6,041
Mary Jones	Clerk-Steno II	5,492	6,041
Tommy Smith	Director of Information	on leave	16,800
Joyce Lancaster	Secretary I	6,625	7,150
Katherine Simpson	Secretary I	5,207	5,727
Jerrel Moore	Assoc Prof-Head Librarian	18,949	20,086
Gladys Sachse	Assoc Prof-Asst Librarian	16,590	17,585
Opal Walters	Assistant Librarian	13,104	13,769
Ruth Farmer	Assistant Librarian	12,235	12,969
Willie Hardin	Asst Prof-Asst Librarian	10,800	11,840
John Calhoun	Assistant Librarian	11,000	11,441
Donna McGriff	Assistant Librarian	10,780	11,319
Carol Powers	Assistant Librarian	9,880*	10,472*
Gay Moore	Assistant Librarian	9,880*	10,374*
Peggy Smith	Clerk-Steno II	6,032	6,635
Pauline Bradford	Secretary I	6,032	6,396
Bertha Jordan	Library Tech Asst I	5,207	5,727
Marilyn Arnett	Library Tech Asst I	5,207	5,727
Patsy Kitchens	Library Tech Asst I	5,207	5,727
Patricia Spivey	Library Tech Asst I	5,207	5,727
Betty McAdoo	Library Tech Asst I	4,870	5,357
Donna Silvey	Library Tech Asst I	5,207	5,207

*9 months salary

Name	Title	'76-'77 Salary	'77-'78 Salary
<u>Vice President for Business Affairs</u>			
B. W. Horton	V. P. for Business Aff	\$ 27,000	\$ 29,025
Robert McClure	Comptroller	16,695	17,445
Carl Quaintance	Internal Auditor & Acct	13,500	14,200
Paul Douglas	Purchasing Agent	12,281	13,000
Hilda Burge	Accountant II	10,872	11,804
Bennie Sue Moore	Accounting Assistant I	10,200	10,920
Kay Faulk	Director of Personnel	9,600	10,650
Helen Russell	Accounting Assistant II	8,592	9,516
Mary Nolen	Accounting Assistant II	8,592	9,516
Betty Humphrey	Accounting Assistant II	7,058	8,112
Carl Garrison	Inventory Clerk	7,280	7,748
Claudia Beaton	Head Cashier	7,058	7,592
Joan Parker	Accounting Assistant II	6,500	7,202
Patsy Mauldin	Accounting Assistant I	6,828	7,150
Judy Price	Secretary II	6,600	7,150
Nancy Cunningham	Accounting Assistant I	6,130	6,786
Marion Parsons	Cashier II	6,308	6,786
Joyce Reid	Cashier I	6,008	6,474
Rojanna Hallman	Accounting Assistant I	5,768	6,345
Carol Ott	Accounting Assistant I	5,604	6,165
Sarah Lane	Cashier I	5,719	6,136
Carol Ann Love	Accounting Assistant I	5,207	6,000
Michelle Wallis	Accounting Assistant I	5,548	5,940
Denise Gaddis	Accounting Assistant I	5,400	5,940
<u>Vice President for Public Affairs & Assistant to President</u>			
Bill Pate	VP for Public Affairs & Asst to President	25,500	27,000
Louise Ligon	Administrative Secretary	7,465	7,956
Lee Roy Plummer	Director of Physical Plant	16,000	17,600
Bennie Battles	Asst Dir of Physical Plant	10,705	11,180
Steve Hayes	Asst Dir of Physical Plant	9,000*	9,900*
Faye Hatfield	Secretary I	5,400	5,940
Karen Nicholson	Clerk-Steno I	4,992	5,491
Kellar Noggle	Asst Prof of Educ & Liaison to AAEA	20,000#	21,000#
Shelma Hanners	Clerk-Steno I	5,164	5,512
W. H. Adams	Director of Alumni Relations	10,800	11,400
Addie Loy	PBX Operator	6,282	6,630
Elizabeth Carter	Postmistress	6,632	7,287
<u>Vice President for Student Affairs</u>			
John Stefferud	Prof of Psy & Coun & VP for Student Affairs	25,500	27,000
Gayla Tapley	Clerk-Typist I	5,332	5,865
Robert Dawson	Asst Prof of Educ & Dean of Students	18,000	19,080
Sue Weitz	Assoc Dean of Students	15,000	16,050
John Hurley	Assoc Dean of Students	15,000	15,650

*Plus house and utilities on campus

#Appointment does not earn tenure

Name	Title	'76-'77 Salary	'77-'78 Salary
Cynthia Greer	Asst Dean of Students	\$ 11,000	\$ 11,880
Betty Ward	Clerk-Steno I	6,032	6,474
Betty Love	Clerk-Typist I	5,606	5,954
Raymond Bright	Director of Housing	13,500	14,716
Rudolph Green	Assoc Prof of Psy & Coun & Dir of Dev Skills Center	18,929	20,065
Bill Leach	Security Chief	9,083	9,991
James Smith	Security Officer II	8,028	8,450
C. C. Hensley	Security Officer II	7,660	8,008
J. L. Tyrrell	Security Officer II	7,660	8,008
Tom Jared	Security Officer II	7,309	7,592
Coy Crow	Security Officer II	6,974	7,592
Wilton Hill	Security Officer II	6,350	7,202
Billy McNew	Security Officer I	6,655	7,150
Billy Wood	Security Officer I	6,655	6,786
Calvin Terry	Security Officer I	6,350	6,786
Raymond Pruett	Security Officer I	6,350	6,786
Gary Sigler	Security Officer I	6,350	6,786
Robert Prewitt	Security Officer I	6,344	6,786
Barbara Connett	Clerk-Steno II	5,300	5,830
Pamela Snider	Resident Hall Supv (State)	4,540#	6,984#
Jan Strange	Resident Hall Supv (Arkansas)	4,540#	6,984#
Lena Anthony	Resident Hall Supv (Denney)	4,000*	6,984#
Martha Knowles	Resident Hall Supv (Carmichael)	4,000*	6,984#
Audra Hardy	Resident Hall Supv (Short)	4,000*	6,984#
Jewel Woodard	Resident Hall Supv (Conway)	4,000*	6,984#
Carol Pruett	Resident Hall Supv (Hughes)	4,000#	6,984#
Inez Henderson	Resident Hall Supv (Carmichael)	4,000*	5,679#
Marilyn Armstrong	Resident Hall Supv (Minton)	4,540#	5,311#
Linda Couch	Resident Hall Supv (Minton)	4,540#	5,311#
Carra Sergeant	Asst Res Hall Supv (Hughes)	1,500*	3,179#
W. E. Yates	Instr of Counseling & Dir of Career Counseling Center & Plmt	14,832	16,120
Barnetta Green	Career Planning & Placement Adviser	10,000	10,452
Regina Wyllia	Clerk-Steno II	5,492	6,058
Bob Banister, MD	Physician	1,200	1,200
Dorothy Erwin	Nurse I	9,064	9,698
Shirley Brown	Nurse I	7,026	7,729
Brenda Horton	Nurse I	7,026	7,729
Bobbie Aydelott	Nurse I	7,026	7,729
Joe White	Director of Student Union	14,782	15,522
Stewart Snider	Bookstore Manager	11,500	12,324
Leon Beaton	Asst Dir of Student Union	10,692	11,180
Jerry White	Asst Bookstore Mgr	8,856	9,802
Sharon Bone	Clerk-Steno I	6,625	7,150
Gene Bartley	Student Union Section Mgr	6,152	6,604
LaWanda Goode	Cashier	5,995	6,474
Marvin Bishop	Director of Student Aid	15,225	15,950
Harold McDonald	Asst to Dir of Student Aid	13,125	13,858

*Plus apartment, utilities, and food when eaten in one of the university cafeterias; nine months salary.

#Plus apartment and utilities; nine months salary.

Name	Title	'76-'77 Salary	'77-'78 Salary
Gale Garrison	Clerk-Steno II	\$ 6,804	\$ 7,124
Ann Noggle	Clerk-Steno I	5,606	6,136
Anita Eggman	Clerk-Typist I	5,220	5,614

COLLEGE OF BUSINESS ADMINISTRATION

Conrad Carroll	Prof of Business & Dean	24,000*	25,500*
Janet Bartley	Secretary I	5,756*	6,331*

Department of Accounting

C. A. Hamilton	Assoc Prof-Chairman	21,300*	22,950*
Joel Hawkins	Instructor	12,760	13,400
Ricky Burks	Instructor	12,500	13,000
Joe Zug	Instructor	11,800	12,300
Shirley Garrett	Clerk-Typist	5,207*	5,727*

Department of Business Education & Office Administration

James Barr	Professor-Chairman	22,365*	24,000*
Fred Basco	Assoc Prof	14,200	15,050
Carra N. Donovan	Asst Prof	12,000	12,660
Carlisle Ellis	Asst Prof	12,000	12,660
Ruth Williams	Instructor	825	5,727

Department of General Business Administration

Morris Lamberson	Professor-Chairman	22,365*	24,000*
Homer Saunders	Assoc Prof	15,419	16,285
Charmayne Cullom	Assoc Prof	15,175	16,025
J. M. Koonce	Assoc Prof	14,658	16,240
Robert Fisher	Assoc Prof	14,500	15,840
J. D. Southerland	Asst Prof	14,265	15,050
William Bounds	Asst Prof	13,700	14,455#
Scott Markham	Instructor	12,500	13,190
Iris McAnally	Clerk-Typist	5,207*	5,727*

Department of Economics

W. C. Johnson	Assoc Prof-Chairman	21,300*	22,950*
Loren Guffey	Professor	17,370	18,400
Charles Ellis	Assoc Prof	14,800	16,115
Riggs Tucker	Asst Prof	13,815	14,500

COLLEGE OF EDUCATION

R. O. Morrow	Prof of Psy & Dean	23,500*	24,700*
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Department of Counseling & Psychology

Nelton Patterson	Professor-Chairman	22,354*	24,000*
Paul Witherspoon	Professor	17,005	18,160
James Rollins	Professor	16,905	18,055
Joel Keeter	Professor	16,805	17,955
Bethel Thomas	Assoc Prof	15,610	16,540
Bobby Williams	Assoc Prof	15,610	16,540
Billy Smith	Assoc Prof	15,560	16,510
Louise Idomir	Assoc Prof	15,560	16,460

*12 months salary

#Terminal appointment

Name	Rank	'76-'77 Salary	'77-'78 Salary
Samuel Boyd	Assoc Prof	\$ 14,160	\$ 15,368
Sarah McAuley	Asst Prof	14,500*	15,500*
Frank Marinelli	Asst Prof	14,190	14,190#
Linda Holcomb	Asst Prof	13,300	14,050
Robert Feese	Instructor	11,939	12,485
Nancy Farmer	Clerk-Typist	5,738*	6,311*
Doris Hawley	Clerk-Typist I	5,080*	5,588*
Debra Jeffries	Clerk-Typist I	4,740*	5,588*

Department of Education

A. J. Lynch	Professor-Chairman	22,354*	23,900*
Cecil Garrison	Prof-Coor of Media & Communication Technology	20,000*	21,500*
Jeff Holland	Assoc Prof-Coor of St Tchg & Lab Experiences	21,000**	20,500*
Bert Stark	Professor	17,500	18,700
Austin Glenn	Professor	17,000	18,200
Brownie Kimbrough	Professor	16,000	17,400
Kendall Hoggard	Assoc Prof & Director of Reading Research	15,900	16,850
Teresa Lanclos	Assoc Prof	15,650	16,585
Darrell Gentry	Assoc Prof	15,540	16,375
Helen Lynch	Assoc Prof	15,450	16,350
Sidney Mitchell	Assoc Prof	15,400	16,325
John Price	Assoc Prof	15,400	16,325
Brenda Tyler	Instructor	10,800	11,350
Katherine Baxter	Clerk-Steno I	5,606*	6,166*
Peggy Chadwick	Clerk-Typist	5,340*	5,874*

Department of Special Education

Harold Love	Professor-Chairman	22,354*	23,850*
James Mayhugh	Professor	16,950	18,100
David Naylor	Assoc Prof	15,541	16,473
James Mainord	Assoc Prof	14,170	15,150
Joe Walthall	Assoc Prof	13,250	14,650
Dolly Moseley	Asst Prof	13,250	13,913
James Thurman	Asst Prof	12,878	13,621
Shirley Henderson	Asst Prof	12,516	13,142
Betty Fusilier	Instructor	11,120	11,565
Jean Thompson	Clerk-Steno I	5,606*	6,166*

COLLEGE OF FINE AND APPLIED ARTS AND SCIENCES

Fritz Ehren	Prof of Educ & Dean	24,000*	25,500*
Johnie Bearfield	Secretary I	5,756*	6,331*

Department of Art

Jerry Poole	Professor-Chairman	22,365*	23,815*
Gene Hatfield	Asst Prof	12,875	13,350
Robert Thompson	Asst Prof	12,584	13,184
Pat Larsen	Asst Prof	12,376	12,976
Tim Morris	Asst Prof	on leave	12,063
Helen Phillips	Instructor	11,650	12,050

*12 months salary

**Salary as Associate Professor & Director of Teacher Corps Project

#Terminal appointment

Name	Rank	'76-'77 Salary	'77-'78 Salary
<u>Department of Health Education</u>			
Arvil Burks	Professor-Chairman	\$ 20,000*	\$ 22,000*
Jane Lammers	Instructor	6,000**	13,000
Daisy Zimmerman	Instructor	3,850	4,000
<u>School of Health Sciences</u>			
T. J. Burgess	Prof of Biology & Coor of Health Sciences	22,000*	23,500*
Joe Finnell	Assoc Prof & Chrm, Dept of Physical Therapy	18,420*	20,000*
Marian Ross	Assoc Prof & Chrm, Dept of Occupational Therapy	18,420*	20,000*
Phyllis Bartlow	Asst Prof, Occup Therapy	16,000*	16,800*
Taylor Hughes	Asst Prof, Phys Therapy	15,600*	16,420*
Ira Fiebert	Asst Prof, Phys Therapy	15,000*	15,800*
Jackson Thomas	Assistant Professor	12,500	13,000
Mae Jackson	Asst Prof, Occup Therapy	12,272	12,886
Lyndell Weaks	Instr & Chrm, Resp Therapy	16,000*	16,900*
Eula Cole	Secretary I	6,422*	6,838*
Martha Granger	Secretary I	6,032*	6,474*
Gerry Mitchell	Clerk-Steno I	5,604*	6,058*
<u>Department of Home Economics</u>			
Sue Thompson	Professor-Chairperson	22,365*	23,765*
Frances Webb	Assoc Prof	14,010	14,788
Sue Adams	Assoc Prof	13,419	14,197
Almeria Lindsay	Assoc Prof	12,870	13,648
Molsie Osborne	Nursery School Teacher	5,000	5,188
Rubye Thomas	Nursery School Teacher	4,500	4,688
Carla McKaskle	Clerk-Typist I	2,484*	2,732*
<u>Department of Industrial Education</u>			
V. N. Hukill	Professor-Chairman	22,365*	23,765*
Kenneth Jordan	Assoc Prof	15,454	16,200
Bernard O'Dwyer	Asst Prof	12,368	13,200
Charles Powers	Asst Prof	12,368	13,000
<u>Department of Military Science</u>			
Mozelle Hollinger	Secretary I	6,322*	6,786*
<u>Department of Music</u>			
Carl Forsberg	Professor-Chairman	22,365*	23,865*
Don Collins	Assoc Prof	15,255	15,825
Sue Evans	Assoc Prof	13,545	15,145
Wayne Griffith	Assoc Prof	12,600	13,200
Homer Brown	Asst Prof & Dir of Bands	15,000*	15,750*
John Erwin	Asst Prof & Dir of Choral Music	15,000*	15,500*
Sam Driggers	Asst Prof	12,740	13,290
Pat Hasty	Asst Prof & Asst Dir of Bands	12,495	13,000
Clark Kelly	Asst Prof	on leave	11,820
Addison C. Himes	Instructor	10,600	10,900
Robert Fletcher	Instructor	3,700	3,900
Galcho Gadedsky	Instructor	3,708	3,891
Laura McNew	Clerk-Typist	5,349*	5,883*

*12 months salary

**Salary for spring semester, 1977

Name	Rank	'76-'77 Salary	'77-'78 Salary
<u>Department of Nursing</u>			
Bonnie Grant	Professor-Chairperson	\$ 23,000*	\$ 23,865*
Patricia Trussell	Professor	21,000*	21,935*
Jeanette Grosicki	Professor	17,299	18,077
Anna Lee Sanders	Associate Professor	15,000	15,900
Jean Harney	Associate Professor	15,000	15,750
Mary Lachowsky	Associate Professor	15,000	15,750
Mary Dempsey	Associate Professor	15,000	15,675
Ethel Rosenfield	Associate Professor	14,700	15,361
Frances Owen	Instructor	12,628	13,196
Jean Kelley	Instructor	12,628	13,196
J. F. James	Instructor	12,607	13,174
June Parsley	Instructor	12,422	12,980
Laura Speights	Instructor	12,422	12,980
Martha Nelson	Instructor	12,422	12,980
Christine Warfield	Instructor	12,051	12,593
Anita Killion	Instructor	11,845	12,378
Beverly Lewis	Instructor	11,845	12,378
Beatrice Diehl	Instructor	11,845	12,378
Sandra Rush	Instructor	11,845	12,378
Deborah Roller	Instructor	11,845	12,378
Pamela Fulks	Instructor	11,845	12,378
Margie Hays	Assistant Instructor	9,270**	10,550**
Iva Hall	Assistant Instructor	8,667#	9,057#
Rebecca Lancaster	Assistant Instructor	8,667#	9,057#
Susan Clark	Assistant Instructor	8,667#	9,057#
Mary Gates	Clerk-Typist I	5,448*	5,992*
Michelle Hambric	Clerk-Typist I	5,207*	5,727*
Mary Westfall	Clerk-Typist	2,936*	3,068*
<u>Department of Physical Education</u>			
Fletcher Lowry	Professor-Chairman	22,365*	23,865*
Betty Swift	Professor	17,299	18,419
Bill Nutter	Associate Professor	16,180	17,228
Willa Bell Spencer	Assistant Professor	12,368	13,158
Ann Machen	Assistant Professor	12,368	13,158
Johnny Burnett	Instructor	2,620	2,777
Carol Putnam	Clerk-Steno I	5,606*	6,058*

COLLEGE OF SCIENCES AND HUMANITIES

Robert McChesney	Prof of Pol Sci & Dean	23,500*	25,500*
Melissa Shock	Secretary I	5,756*	6,331*

Department of Biology

Neal Buffaloe	Professor	22,300***	18,950
Jimmy Throneberry	Professor	17,554	18,744
Jewel Moore	Professor	17,554	18,744
Richard Collins	Professor	17,439	18,619

*12 months salary

**Plus waiver of graduate fees; 12 months salary

#Plus waiver of graduate fees

***Salary as Professor & Acting Chairman; 12 months

		738.	
Name	Rank	'76-'77	'77-'78
		Salary	Salary
D. D. Smith	Professor	\$ 15,826	\$ 17,237
Donald Culwell	Associate Professor	15,596	16,496
J. R. Nichols	Associate Professor	15,276	16,156
Wilbur Owen	Associate Professor	14,214	15,389
Robert Kirkwood	Associate Professor	14,297	15,122
Ray Kinser	Assistant Professor	13,353	14,253
Marcia Lacey	Clerk-Steno II	6,032*	6,422*

Department of Chemistry

Jerry Manion	Professor-Chairman	22,450*	24,000*
Michael Rapp	Professor	16,800	18,100
G. S. Paul	Professor	16,900	17,900
Faril Simpson	Professor	16,900	17,900
Arthur Hoyt	Associate Professor	16,000	17,200
Leslie Hagenlocker	Clerk-Typist	5,207*	5,727*

Department of English & Journalism

Ralph Behrens	Professor-Chairman	22,240*	24,000*
Eugene Nolte	Professor	17,835	18,995
Mary Henze	Professor	16,600	17,790
Jeff Henderson	Associate Professor	16,150	17,035
Henry Rogers	Associate Professor	15,416	16,187
Gary Davenport	Associate Professor	15,158	15,935
Virginia Levey	Associate Professor	15,158	15,920
John Lammers	Associate Professor	14,042	15,103
Richard Hudson	Associate Professor	13,808	14,913
Virginia Holiman	Associate Professor	12,750	13,825
Betty Young	Associate Professor	13,030	13,750
Dean Duncan	Assistant Professor	16,854*	17,578*
Robert Lowrey	Assistant Professor	13,470	14,075
Dorothy Finklea	Assistant Professor	12,534	13,046
Marie Rodgers	Assistant Professor	12,534	13,035
Ima Van Natter	Assistant Professor	12,534	12,975
Sarah Fountain	Assistant Professor	11,863	12,500
J. B. Kearns	Instructor	11,852	12,247#
Beverly Thrasher	Instructor	10,800	11,290
Rileha Rhea	Secretary I	6,032*	6,422*

Department of Foreign Languages

Edward Settgest	Professor-Chairman	21,000*	22,470*
Waldemar Eichmann	Associate Professor	15,331	16,181
Nicole Hatfield	Assistant Professor	12,416	13,011
Tamara de Paulson	Instructor	10,500	10,950

Department of Geography

Carl Jameson	Asst Prof & Acting Chairman	11,800##	17,800*
Wm. Keinath	Professor	22,250###	18,000
Michael Borengasser	Assistant Professor	on leave	13,000

Department of History

Foy Lisenby	Professor-Chairman	22,250*	23,000*
Waddy Moore	Professor	17,596	18,646
Harry Readnour	Associate Professor	15,424	16,272
William Larsen	Associate Professor	13,856	14,616
James Brodman	Assistant Professor	14,311	14,947
John Cocoran	Assistant Professor	13,280	13,915#

*12 months salary

#Terminal appointment

##Salary as Assistant Professor; 9 months

###Salary as Professor-Chairman; twelve months

Name	Rank	739.	
		'76-'77	'77-'78
		Salary	Salary
Maurice Webb	Assistant Professor	\$ 12,485	\$ 13,119
William Mayes	Assistant Professor	12,407	13,049
Donald Jones	Assistant Professor	12,091	12,726
Neva Pearson	Clerk-Steno I	5,207*	5,727*

Department of Mathematics

Frank Hudson	Professor-Chairman	22,250*	23,350*
J. D. Henry	Professor	17,475	18,490
Darrell Kilman	Professor	17,065	18,255
James Dombek	Associate Professor	16,130	17,125
Harold Henry	Associate Professor	13,700	14,346
David Peterson	Assistant Professor	14,200	15,100
Donald Adlong	Assistant Professor	12,850	13,450
Jimmy McKim	Assistant Professor	12,850	13,450
Michael Battista	Instructor#		12,500#
Mary Muse	Instructor	12,200	12,770
Tom McAnally	Instructor	12,000	12,550
Bonnie Shock	Clerk-Steno I	5,207*	5,727*

Department of Philosophy

Norbert Schedler	Professor-Chairman	22,400*	23,520*
J. D. Shelton	Associate Professor	12,869	13,580

Department of Physics

Denver Prince	Professor-Chairman	22,450*	23,900*
Darrell Hutchins	Professor	16,500	17,665
Harold Pray	Associate Professor	15,756	16,756
Ralva Bass	Associate Professor	14,983	15,927
Maurice Ayers	Assistant Professor	11,088	12,517

Department of Political Science

Charles Dunn	Associate Professor-Chairman	21,000*	22,470*
Donald Whistler	Associate Professor	15,500	16,400
Simms McClintock	Associate Professor	13,884	14,600
Michael Kelley	Instructor		12,500

Department of Sociology

Carl Redden	Professor-Chairman	22,400*	23,520*
Charles Lewis	Associate Professor	15,869	16,694
Kennedy Upham	Associate Professor	15,524	16,344
James Haggard	Associate Professor	15,422	16,237
William Roseberry	Instructor	6,300	6,600
Fay Tucker	Clerk-Steno I	5,606*	6,058*

Department of Speech

Glenn Smith	Professor-Chairman	22,250*	23,250*
Robert Hawley	Associate Professor	13,500	14,250
Wayne Easley	Assistant Professor	12,900	13,450
Sally Roden	Assistant Professor	on leave	12,235
Ken Creech	Instructor	10,800	11,200

*12 months salary

#If Ph. D. earned by August 15, 1977, rank will be assistant professor and nine-months salary will be \$13,000

Resignations

1. Rita Daniel, Assistant Athletic Director and Women's Basketball Coach, effective May 15, 1977.
2. Betty Morse, Assistant Professor of Home Economics, effective May 15, 1977.
3. D. G. Moore, Security Officer, effective February 18, 1977.

4. Charles Alexander, Security Officer, effective March 4, 1977.
5. Jerry J. Harrison, Assistant Director of Public Information, effective June 30, 1977.
6. Chester Kennedy, Professor of Chemistry, effective May 15, 1977.

Retirement

1. E. R. Hopkins, Professor of Education & Director of Student Teaching and Laboratory Experiences, effective June 30, 1977.

Change in Termination Date

1. Carl McEntire, Assistant Professor & Project Director of the Education/Industry Exchange Program, change termination date from January 31, 1977 to February 28, 1977.

Motion was made by Mr. Jones, seconded by Mrs. Hammans and passed by unanimous vote authorizing President Farris to make appointments for the summer session, 1977, and for the regular sessions 1977-78, to be formally acted upon at subsequent meetings of the Board.

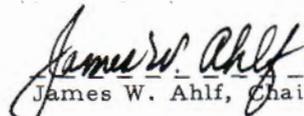
Open meeting was declared upon motion made by Mrs. Hammans, seconded by Mr. Jones, and passed by unanimous vote.

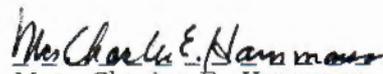
Dr. Johnson made a motion that the present contract of Dr. Jefferson D. Farris, President, be extended for a period of one year ending June 30, 1979. For the period beginning July 1, 1977 and ending June 30, 1978, his salary will be at the rate of \$3,250 per month, and for the period beginning July 1, 1978 and ending June 30, 1979, the salary will be reviewed. 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 to be paid. A second to this motion was made by Dr. Sneed and passed by unanimous vote.

Appointments, resignations, retirement, and change in termination date as approved in executive session were approved in open meeting upon motion made by Dr. Sneed, seconded by Dr. Johnson, and passed by unanimous vote.

Motion was made by Mr. Jones, seconded by Mrs. Hammans, and passed by unanimous vote authorizing President Farris to make appointments for the summer session, 1977, and for the regular sessions 1977-78, to be formally acted upon at subsequent meetings of the Board.

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


James W. Ahlf, Chairman


Mrs. Charles E. Hammans, Secretary