

The Board of Trustees of The Arkansas State Teachers College convened in regular meeting on March 24, 1965, at ten o'clock A. M. in the Board Room in the Administration Building on the College grounds in Conway, Arkansas, with the following members and officers of the Board present, to-wit:

Chairman: Louie H. Polk
 Vice Chairman: J. C. Mitchell
 Trustees: Cleddie W. Harper
 Digby C. West

and with the following officer and member of the Board absent, to-wit:

Secretary: Mrs. Rufus W. Morgan, Jr.
 Trustee: J. Kendall Hoggard

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

Minutes of the last meeting of the Board of Trustees were approved and unanimously passed upon motion made by Trustee Harper and seconded by Trustee Mitchell.

A motion was made by Trustee Mitchell, seconded by Trustee West, and unanimously passed that Trustee Polk be reelected as Chairman of the Board of Trustees for the year 1965-66.

Trustee West made a motion that Trustee Mitchell be reelected as Vice Chairman of the Board of Trustees for theyear 1965-66. This motion was seconded by Trustee Harper and unanimously passed.

Upon motion made by Trustee Harper, seconded by Trustee Mitchell and unanimously passed, Mrs. Rufus W. Morgan, Jr., was reelected as Secretary of the Board of Trustees for 1965-66.

Trustee Mitchell made a motion that faculty and staff as recommended by President Snow be elected. This motion was seconded by Trustee Harper and unani- mously passed. President Snow's recommendation follows:

<u>NAME</u>	<u>RANK</u>	<u>1964-65 SALARY</u>	<u>1965-66 SALARY</u>
Silas D. Snow	President	\$ 13,000.00	\$ 14,200.00*
Maxine Crafton	Adm. Secretary	4,800.00	5,200.00

*Contract for a period of two years--ending June 30, 1967. 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.

NAME	RANK	1964-65 SALARY	1965-66 SALARY
A. E. Burdick	Dean	\$ 12,100.00	\$ 13,000.00
Ruby Chick	Adm. Secretary	4,550.00	4,850.00
Harold D. Eidson	Business Manager	10,600.00	11,500.00
David McDonald	Accountant	6,800.00	7,200.00
Bob Dempsey	Asst. Purchasing Agent	4,700.00	5,300.00
Virginia Smith	Adm. Secretary	4,800.00	5,200.00
Barbara Ritter	Secretary	3,000.00	3,300.00
Bobbie Clark	Stenographer	2,700.00	3,000.00
W. H. Osborne	Registrar	8,100.00	8,800.00
Corinne Robinson	Secretary	4,100.00	4,400.00
Loretta Farris	Secretary	3,200.00	3,800.00
Sunny Cooper	Stenographer	3,000.00	3,300.00
Audie J. Lynch	Director of Field Service	10,600.00	11,000.00
Grace Ethridge	Secretary	3,850.00	4,150.00
James Sylar	Director of Students	9,700.00	10,500.00
Carolyn New	Stenographer	2,400.00	2,400.00
Olive Ferguson	Director of Women	6,300.00	6,600.00
C. R. Teeter	President Assistant & Director of Development	9,800.00	10,700.00
Gertrude Allison	Secretary	3,300.00	3,600.00
Lee B. Spencer	Prof. & Head, Dept. of Lib. Sci. & Head Librarian	10,200.00	10,800.00
Peggy Havens	Stenographer	2,400.00	2,500.00
Frank Koon	Director of Men, Assoc. Prof. & Athletic Director	9,250.00	9,600.00
Ann Scott	Switchboard Operator	2,100.00	2,400.00
Billie Hukill	Stenographer	2,400.00	2,580.00
Noble Wimberly	Physical Plant Supt.	6,600.00	7,000.00**
Elsie Wimberly	Stenographer	2,700.00	2,800.00
Sid Coleman	Phys. Plant Asst. Supt.	5,400.00	5,700.00
O. H. Mullenax	Security Officer	4,000.00	4,300.00*
Marvin Iberg	Security Officer	4,900.00	4,900.00
Kathleen McNeil	Resident Hall Supervisor	2,400.00	2,580.00**
Sarah Stark	Resident Hall Supervisor	2,400.00	2,580.00**
Lora Richardson	Resident Hall Supervisor	2,400.00	2,700.00**
-----	Resident Hall Supervisor		2,400.00***
-----	Resident Hall Supervisor		2,400.00***
-----	Resident Hall Supervisor		2,400.00***
Ruby McDuffie	Resident Hall Supervisor	2,400.00	2,580.00***
Thelma Humble	Resident Hall Supervisor	2,400.00	2,580.00***
Mabel Jones	Resident Hall Supervisor	2,400.00	2,580.00***

*Plus house and utilities on campus. **Plus apartment and utilities.

***Plus apartment, utilities and food when eaten in college cafeteria.

NAME	RANK	1964-65 SALARY	1965-66 SALARY
Howard Montgomery	Food Service Mgr.	\$ 7,560.00	\$ 8,200.00*
Emily Montgomery	Dietitian	3,600.00	3,780.00
Geneva Milburn	Secretary	3,700.00	4,000.00
Robert Carter	Dir. of Student Center	7,400.00	8,000.00
Roy Woole	Asst. Bookstore Mgr.	5,000.00	5,600.00
Kathleen Bright	Secretary	3,000.00	3,600.00
Douglas Newkirk	St. Cent. Rec. Mgr.	3,000.00	3,600.00
Marion Glover	Nurse	2,700.00	3,000.00**
Nell Westerman	Nurse	2,400.00	2,700.00**
Dr. Ed Dunaway	Physician	1,200.00	1,200.00

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

**Plus apartment and utilities.

NAME	RANK	1964-65 Salary	1965-66 Salary (9 Months)	1965-66 Salary (3 Mos. if needed)
<u>Department of Art:</u>				
Marie Schichtl	Prof & Head	\$ 9,800.00	\$ 10,000.00	\$ 1,000.00
Gene Hatfield	Asst. Prof	7,700.00	7,800.00	1,000.00
<u>Department of Biology:</u>				
Neal Buffaloe	Prof & Head	10,600.00	10,800.00	1,200.00
Jewell Moore	Professor	9,300.00	9,800.00	1,000.00
T. J. Burgess	Assoc Prof	7,800.00	8,000.00	1,000.00
Jimmy Throneberry	Assoc Prof		9,800.00	1,000.00
Richard Collins	Assoc Prof	7,800.00	8,000.00	1,000.00
Harold Cooper	Asst Prof		4,650.00	1,000.00
Ray Kinser	Instructor	7,300.00	7,500.00	1,000.00
<u>Department of Economics, Sociology, and Business:</u>				
Conrad Carroll	Prof & Head		10,800.00	1,200.00
D W Blackburn	Prof	10,600.00	10,600.00	1,000.00
Fred Basco	Assoc Prof	8,200.00	8,200.00	1,000.00
Joe Shaw	Assoc Prof	7,700.00	7,700.00	1,000.00
Clarence Hamilton	Asst Prof	8,200.00	8,200.00	1,000.00
Andre McNeil	Asst P of	8,000.00	8,000.00	1,000.00
Frank McAlister	Asst Prof	7,400.00	7,400.00	1,000.00
Ona M. Wachtendorf	Asst Prof	7,100.00	7,100.00	1,000.00
Carlyle Ellis	Instructor	6,800.00	6,800.00	1,000.00
<u>Department of Education and Psychology:</u>				
B. A. Lewis	Prof & Head & Director of Graduate Studies	10,850.00	11,000.00	1,200.00
E R Hopkins	Professor	9,850.00	10,000.00	1,000.00
Paul Witherspoon	Prof & Director of Testing	8,300.00	9,500.00	1,000.00
A. L. Henze	Professor	9,700.00	9,850.00	1,000.00
Bert Stark	Assoc Prof	9,300.00	9,500.00	1,000.00
H. B. Hardy, Jr.	Assoc Prof	8,200.00	9,300.00*	1,000.00
M. G. Patterson	Assoc Prof	7,900.00	8,000.00	1,000.00
T. G. Smith	Asst Prof & Dir of Public Service	8,800.00	8,600.00	1,000.00
<u>Department of Special Education:</u>				
Harold Love	Prof & Head	9,300.00	10,000.00	1,200.00

*Provided doctorate is earned by September 1, 1965.

NAME	RANK	1964-65 Salary	1965-66 Salary (9 Months)	1965-66 Salary (3 Mos. if needed)
<u>Department of English, Speech, & Journalism:</u>				
E. A. Nolte	Prof & Head	\$ 10,600.00	\$ 10,800.00	\$ 1,200.00
Ralph Behrens	Professor	8,800.00	8,800.00	1,000.00
Eva Burkett	Professor	9,300.00	9,300.00	1,000.00
E. C. Polk	Professor	9,700.00	10,000.00	1,000.00
Roberta Clay	Assoc Prof	7,850.00	7,850.00	1,000.00
Frances Terry	Assoc Prof	7,850.00	7,850.00	1,000.00
Richard Hudson	Asst Prof	8,200.00	8,200.00	1,000.00
George Amos	Asst Prof	on leave	7,700.00	1,000.00
Mary Robinson	Asst Prof	7,500.00	7,500.00	1,000.00
Mary Henze	Asst Prof	5,300.00	6,000.00	1,000.00
Betty Young	Asst Prof	5,300.00	6,000.00	1,000.00
Don Garnett	Instructor	7,300.00	7,500.00	1,000.00
			9,800.00	1,000.00
			9,300.00	1,000.00
<u>Department of Foreign Languages:</u>				
Ramon Rozzell	Prof & Head	10,600.00	10,800.00	1,200.00
Nicole Hatfield	Asst Prof	5,200.00	5,500.00	1,000.00
Karl Meyer	Instructor	7,300.00	7,300.00	1,000.00
<u>Department of Geography:</u>				
Wm. Keinath	Prof & Head		10,800.00	1,200.00
	Assoc Prof*	8,200.00	9,300.00*	1,000.00
Paul Hagle	Asst Prof	7,200.00	7,500.00	1,000.00
<u>Department of History & Political Science:</u>				
Horace Adams	Prof & Head	10,600.00	10,800.00	1,200.00
O. W. Rook	Professor	9,550.00	9,800.00	1,000.00
Foy Lisenby	Assoc Prof	9,300.00	9,600.00	1,000.00
Charles Evans	Assoc Prof	8,500.00	8,500.00	1,000.00
Ophelia Fisher	Assoc Prof	7,700.00	7,700.00	1,000.00
Paul Bushnell	Asst Prof	8,200.00	8,200.00	1,000.00
Wm. Larsen	Asst Prof	8,200.00	8,200.00	1,000.00
<u>Department of Home Economics:</u>				
Mary Jane Scott	Prof & Head	10,600.00	10,800.00	1,200.00
Frances Webb	Assoc Prof	7,800.00	7,800.00	1,000.00
Sue Adams	Asst Prof	7,400.00	7,400.00	1,000.00
Almeria Lindsay	Instructor	6,100.00	7,000.00	1,000.00
Sue Thompson	Instructor	7,200.00	7,400.00	1,000.00
Molsie Osborne	Nursery Sch. Tchr.	1,800.00	2,100.00	
<u>Department of Industrial Education:</u>				
E. W. Packard	Prof & Head	9,800.00	9,800.00	1,000.00
V. N. Hukill	Prof	9,800.00	9,800.00	1,000.00
Raymond Dow	Instructor	7,300.00	7,500.00	1,000.00
<u>Department of Mathematics:</u>				
O. L. Hughes	Prof & Head	10,050.00	10,300.00	1,000.00
J. D. Henry	Prof	9,850.00	10,000.00	1,000.00
Dorothy Long	Assoc Prof	7,900.00	8,000.00	1,000.00
Virginia Bonds	Asst Prof	7,700.00	7,700.00	1,000.00
Harold Henry	Asst Prof	7,700.00	7,700.00	1,000.00
Turner Hogan	Asst Prof	7,600.00	7,700.00	1,000.00
Darrell Kilman	Asst Prof	on leave	7,700.00	1,000.00
Earl McGehee	Asst Prof		8,500.00	1,000.00

*Provided doctorate is earned by September 1, 1965.

NAME	RANK	1964-65 Salary	1965-66 Salary (9 Months)	1965-66 Sal. (3 Mos. if Needed)
<u>Department of Music:</u>				
Howard Groth	Prof. & Head	\$ 10,600.00	\$ 10,800.00	\$ 1,200.00
Carl Forsberg	Professor	9,300.00	9,800.00	1,000.00
Jean Adams	Asst. Prof.	6,200.00	6,200.00	1,000.00
Homer Brown	Inst. & Dir. of Band	8,100.00	8,100.00	1,000.00
Sue Evans	Instructor	6,800.00	7,400.00	1,000.00
Wayne Griffith	Instructor	6,500.00	6,500.00	1,000.00
David Ritter	Inst. & Asst. Dir. of Band	6,000.00	6,600.00	1,000.00
Leonard Phillips	Instructor	1,425.00	1,500.00	
<u>Department of Physical Education:</u>				
Jefferson Farris	Prof. & Head	10,300.00	10,600.00	1,200.00
Cecil Garrison	Prof. & Dir. of Audio Visual	9,400.00	9,400.00	1,000.00
Betty Swift	Asst. Prof.	7,600.00	7,600.00	1,000.00
Willa B. Spencer	Asst. Prof.	6,200.00	7,000.00	1,000.00
Raymond Bright	Head Coach	8,600.00	9,200.00	1,000.00
Fletcher Lowry	Asst. Prof. & Asst. Coach	8,300.00	8,600.00	1,000.00
Cliff Horton	Inst. & Basketball Coach	8,300.00	8,600.00	1,000.00
Rex Lovell	Inst. & Asst. Coach		7,300.00	1,000.00
Ann Machen	Instructor	6,000.00	6,000.00	1,000.00
<u>Department of Chemistry:</u>				
J. M. Manion	Prof. & Head		10,800.00	1,200.00
Faril Simpson	Asst. Prof.	8,100.00	8,100.00	1,000.00
<u>Department of Physics:</u>				
Denver Prince	Prof. & Head	on leave	10,600.00	1,200.00
Ralva Bass	Assoc. Prof.	8,100.00	8,100.00	1,000.00
<u>Department of Library Science:</u>				
Gladys Sachse	Assoc Prof. & Asst. Libr.	7,700.00	7,200.00	1,000.00
Ruth Dunaway	Inst. & Asst. Lib.	6,500.00	5,900.00	800.00
Opal Walters	Inst. & Asst. Lib.	6,500.00	6,200.00	800.00
Mona Hall	Inst. & Asst. Lib.	6,100.00	5,500.00	800.00

A motion was made by Trustee West, seconded by Trustee Mitchell, and unanimously passed that the recommendations of President Snow pertaining to leaves of absence, resignations, retirements, and summer appointments as follows be approved:

Leaves of Absence:

1. Dr. Neal Buffaloe, Professor & Head of Department of Biology, first summer term with pay and second summer term without pay.
2. Dr. E. C. Polk, Professor of English, first summer term with pay.
3. Richard Collins, Associate Professor of Biology, effective September 1, 1965 and ending August 31, 1966, without pay.
4. Miss Ann Machen, Instructor of Physical Education, first summer term with pay.
5. Miss Carlisle Ellis, Instructor of Business Education, first summer term with pay.
6. Miss Roberta Clay, Associate Professor of English, requests to teach one-half load first summer term with a corresponding cut in salary.

Resignations:

1. Norman Gale, Associate Professor of Psychology, effective February 27, 1965.

Retirements:

1. Dr. Mary K. Sands, Professor of Speech and Director of Speech Clinic, effective June 30, 1965.
2. Mrs. Nolen M. Irby, Resident Hall Supervisor, effective July 9, 1965.
3. Mrs. Martha Nemeec, Resident Hall Supervisor, effective July 9, 1965.
4. Mrs. Lois Lee, Resident Hall Supervisor, effective July 9, 1965.

Summer Appointments:

1. Dr. A. B. Wetherington, Department of Education & Psychology, second summer term @ \$150.00 per week.
2. Jon Rogers, Department of Education & Psychology, first and second summer terms @ \$130.00 per week.
3. Miss Frances Nix, Library, first summer term @ \$125.00 per week.
4. Mrs. Marion Hickey, Department of Foreign Languages, first summer term @ \$125.00 per week.

Trustee Mitchell made a motion that four-year fee remission scholarships be established, effective September 1, 1965, for Miss Arkansas and Arkansas Junior Miss. This motion was seconded by Trustee Harper and unanimously passed.

Upon motion made by Trustee West, effective July 1, 1965, no department heads will be permitted to grade correspondence papers, teach extension courses, or teach courses offered at the Jacksonville Air Force Base. Furthermore, the motion stipulated that other teaching personnel be limited to a total of \$500.00 earnings in the above mentioned manner for any twelve months period. This motion was seconded by Trustee Mitchell and unanimously passed.

A motion was made by Trustee West that \$2,500.00 now in the Revolving Loan Fund be transferred to a travel fund to be used by staff members as advance travel. This motion was seconded by Trustee Harper and unanimously passed.

Trustee Harper made a motion that effective July 1, 1965, 5 per cent of the first \$5,000.00 salary paid any Teacher Retirement member be deducted for the Arkansas State Teacher Retirement System. A second to this motion was made by Trustee West and it was passed unanimously.

Trustee Harper made a motion that a Reserve Account of \$45,000.00 for the 1949 Building and Refunding Bonds now outstanding be established. The monies for this are to be transferred from the 1962 New Building Fund in the amount of \$17,000.00, and from the General Operations Account the remainder necessary to bring the total in reserve for this Bond Issue to \$45,000.00. This motion was seconded by Trustee West and unanimously passed.

A motion was made by Trustee West that President Snow be authorized to pursue the possibilities of the establishment of an open end system of finance with the Housing and Home Finance Agency for the incorporation of certain bonds outstanding into one single system. A second to this motion was made by Trustee Harper and unanimously passed.

Upon motion made by Trustee Mitchell, Richard Collins, Associate Professor of Biology, is to remain on the payroll for the months of July and August, 1965, at his present salary. This motion was seconded by Trustee Harper and unanimously passed.

A motion was made by Trustee Mitchell, seconded by Trustee Harper, and unanimously passed that the evaluations placed on apartments furnished to resident hall supervisors be equalized by the Business Office for social security purposes.

Trustee Mitchell made a motion that the following Conditions of Appointment pertaining to professional growth of the faculty be attached to and become a part of the letters of appointment to every member of the teaching staff. A second to this motion was made by Trustee West and unanimously passed.

CONDITIONS OF APPOINTMENT AS APPROVED BY
THE BOARD OF TRUSTEES

Requirements of Professional Growth for Faculty:

Faculty members who do not possess an earned doctorate will be required to continue their graduate studies according to the following minimum standards:

1. Faculty members under 55 years of age will earn at least six graduate hours in a degree program every two years until thirty hours above the master's degree have been earned. Above thirty hours, a minimum of six hours must be earned every three years.
2. Faculty members aged 55 to 60 years will be required to earn at least six hours in a degree program every three years.
3. No minimum requirement for professional study is set for those over sixty years of age.

A motion was made by Trustee Harper, seconded by Trustee West and unani-
mously passed that President Snow be authorized to fill vacancies for the summer
session of 1965, for the academic year of 1965-66, and that such appointments
would be formally acted upon at subsequent meetings of the Board.

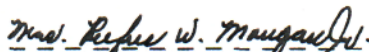
Mr. Bruce R. Anderson, College Architect, met with the Board and presented
final plans on the proposed new science building. While Mr. Anderson was present
a discussion was conducted relative to the two new dormitories, the renovation of
Main (old administration building), and the new fine arts building. All of this con-
struction is scheduled to be started and completed within the next biennium.

Mr. Harold D. Eidson, Business Manager, met with the Board and presented
a financial report.

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



Louise H. Polk, Chairman



Mrs. Rufus W. Morgan, Jr., Secretary