

The Board of Trustees of The Arkansas State Teachers College convened in regular meeting on March 24, 1966, at ten o'clock in the morning 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  
 Secretary: Mrs. Rufus W. Morgan, Jr.  
 Trustees: Cleddie W. Harper  
 J. Kendall Hoggard  
 Dr. John W. Sneed, Jr.  
 Digby C. West

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

Upon motion duly made by Trustee Harper, seconded by Trustee Sneed, and unanimously passed the minutes of the last meeting were approved.

Trustee Morgan made a motion nominating Trustee Polk as Chairman for 1966-67. A second to this motion was made by Trustee Mitchell and unanimously passed.

A motion was made by Trustee Mitchell that Trustee West be named Vice-Chairman by acclamation for 1966-67. This motion was passed by unanimous vote.

Trustee Sneed made a motion, seconded by Trustee Mitchell, that Trustee Morgan be elected secretary for 1966-67. This motion was passed by unanimous vote.

Mr. Bruce R. Anderson, College Architect, presented final plans for the Fine Arts Building. Upon motion made by Trustee Mitchell and seconded by Trustee West the plans for this building were approved by unanimous vote.

Plans for a counseling center in the library were presented by Mr. Bruce R. Anderson. Trustee Hoggard made a motion that these plans be submitted for bids. A second to this motion was made by Trustee Morgan and unanimously passed.

Trustee Mitchell made a motion that was seconded by Trustee Hoggard and unanimously passed reelecting Silas D. Snow, President of The Arkansas State Teachers College, for another two year term beginning at the expiration date of the present appointment which is June 30, 1967. This new appointment is for the two year period beginning July 1, 1967 through June 30, 1969, @ an annual salary of \$14,200.00. 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.

A motion was made by Trustee Mitchell that the faculty and staff as recommended by President Snow be appointed for 1966-67. Trustee Hoggard made a second to this motion and it was unanimously passed. A list of faculty and staff follows:

| NAME           | RANK                     | 1965-66 (12 Mos.)<br>Salary | 1966-67 (12 Mos)<br>Salary |
|----------------|--------------------------|-----------------------------|----------------------------|
| Silas D. Snow  | President                | \$ 14,200.00*               | \$ 14,200.00*              |
| Maxine Crafton | Secretary                | 5,256.00                    | 5,400.00                   |
| A. E. Burdick  | Dean                     | 13,000.00                   | 13,500.00                  |
| Ruby Chick     | Secretary                | 5,004.00                    | 5,256.00                   |
| B. A. Lewis    | Dean of Graduate Studies | 10,800.00**                 | 10,800.00**                |
| Abbie Williams | Secretary                | 3,072.00                    | 3,384.00                   |

\*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.

\*\*9 months salary.

| NAME                | RANK  | 1965-66 (12 Mos.) | 1966-67 (12 Mos.) |
|---------------------|---|-------------------|-------------------|
|                     |   | Salary            | Salary            |
| H. B. Hardy, Jr.    | Assoc Prof of Educ &<br>Chairman, General &<br>Pre-professional Studies | \$ 8,500.00#      | \$ 9,900.00#      |
| W. H. Osborne       | Assoc Prof of Psy & Dir of<br>Admissions and Research                   | 8,800.00          | 9,000.00**        |
| Harold D. Eidson    | Business Manager  | 11,500.00         | 12,000.00         |
| C. C. Hudson        | Asst. Business Manager  | 9,000.00          | 9,000.00          |
| L. P. Crafton       | Accountant  | 7,044.00          | 7,392.00          |
| Bob Dempsey         | Purchasing Agent  | 5,256.00          | 5,520.00          |
| Virginia Smith      | Secretary   | 5,256.00          | 5,400.00          |
| Mike Steinbeck      | Secretary   | 4,320.00          | 4,536.00          |
| Bobbie Clark        | Secretary   | 3,284.00          | 3,552.00          |
| Martha Darter       | Secretary   | 3,108.00          | 3,384.00          |
| Marie Wilson        | Secretary   | 2,700.00          | 2,700.00          |
|                     | Registrar   | 8,800.00          | 9,000.00          |
| Corinne Robinson    | Secretary   | 4,320.00          | 4,536.00          |
| Loretta Farris      | Secretary   | 3,924.00          | 4,320.00          |
| Sunny Cooper        | Secretary   | 3,384.00          | 3,552.00          |
|                     | Director of Field Services  | 10,800.00         | 11,000.00         |
| Grace Ethridge      | Secretary   | 4,320.00          | 4,380.00          |
| James Sylar         | Director of Students  | 10,500.00         | 10,500.00         |
| Imogene Hopkins     | Secretary   | 3,072.00          | 3,384.00          |
| Olive Ferguson      | Director of Women   | 6,600.00          | 6,800.00          |
| C. R. Teeter        | President Assistant & Dir<br>of Development                             | 10,700.00         | 11,000.00         |
| Tommy Smith         | Dir of Public Relations   | 9,000.00          | 9,000.00          |
| Gertrude Allison    | Secretary   | 3,732.00          | 4,116.00          |
| Frank Koon          | Assoc Prof, Dir of Men<br>& Athletic Director                           | 9,600.00          | 10,160.00         |
| Mary Ann O'Donnel   | Secretary   | 3,072.00          | 3,228.00          |
| Catherine Hendricks | PBX Operator  | 2,700.00          | 2,700.00          |
| Noble Wimberly      | Physical Plant Supt.  | 7,044.00*         | 7,392.00*         |
| Sid Coleman         | Phys Plant Asst Supt  | 5,796.00          | 6,084.00          |
| Marvin Iberg        | Security Officer  | 4,900.00          | 4,920.00          |
| Leo Duke            | Security Officer  | 4,800.00*         | 4,920.00*         |
| Elsie Wimberly      | Secretary   | 2,928.00          | 3,072.00          |

\*Plus house and utilities on campus.

\*\*9 months salary.

#9 months salary--provided doctorate is earned by September 1, 1966.

| NAME              | RANK                     | 1965-66 (12 Mos.) | 1966-67 (12 Mos.) |
|-------------------|--------------------------|-------------------|-------------------|
|                   |                          | Salary            | Salary            |
| Betty Smith       | Resident Hall Supervisor | \$ 2,700.00*      | \$ 2,700.00*      |
| Sarah Stark       | Resident Hall Supervisor | 2,652.00*         | 2,700.00*         |
| Lora Richardson   | Resident Hall Supervisor | 2,700.00*         | 2,700.00*         |
| Edgar Richardson  | Resident Hall Supervisor | 1,800.00          | 1,920.00          |
| Ruth Minton       | Resident Hall Supervisor | 2,520.00**        | 2,700.00**        |
| Eula King         | Resident Hall Supervisor | 2,520.00**        | 2,700.00**        |
| Mildred Tilden    | Resident Hall Supervisor | 2,520.00**        | 2,700.00**        |
| Audrey Harness    | Resident Hall Supervisor | 2,520.00**        | 2,700.00**        |
| Mabel Jones       | Resident Hall Supervisor | 2,652.00**        | 2,700.00**        |
| Alma Roth         | Resident Hall Supervisor |                   | 2,700.00**        |
| Howard Montgomery | Food Service Manager     | 8,200.00#         | 8,496.00#         |
| Emily Montgomery  | Dietitian                | 3,929.00          | 4,320.00          |
| Geneva Milburn    | Secretary                | 3,960.00          | 4,116.00          |
| Dr. Ed Dunaway    | Physician                | 1,200.00          | 1,200.00          |
| Marion Glover     | Nurse                    | 3,072.00*         | 3,228.00*         |

\*Plus apartment and utilities on campus.

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

#Plus food for self and family.

| NAME   | RANK                       | 1965-66 (9 Mos.) | 1966-67 (9 Mos.) |
|--|----------------------------|------------------|------------------|
|  |                            | Salary           | Salary           |
| <u>Department of Art:</u>                      |                            |                  |                  |
| Marie Schichtl                                 | Prof & Head                | \$ 10,000.00     | \$ 10,300.00     |
| Gene Hatfield                                  | Asst Prof                  | 7,800.00         | 7,920.00         |
| <u>Department of Biology:</u>                  |                            |                  |                  |
| Neal Buffaloe                                  | Prof & Head                | 10,800.00        | 10,800.00        |
| Jewel Moore                                    | Professor                  | 9,800.00         | 10,300.00        |
| J. B. Throneberry                              | Assoc Prof                 | 9,800.00         | 9,900.00         |
| T. J. Burgess                                  | Assoc Prof                 | 8,000.00         | 8,460.00         |
| H. F. Cooper                                   | Asst Prof                  | 4,650.00*        | 4,905.00*        |
| Ray Kinser                                     | Instructor                 | 7,500.00         | 7,650.00         |
| <u>Department of Chemistry:</u>                |                            |                  |                  |
| J. M. Manion                                   | Prof & Head                | 10,800.00        | 10,800.00        |
| G. S. Paul                                     | Assoc Prof                 | 9,500.00         | 9,720.00         |
| L. H. Rich                                     | Instructor                 | 7,400.00         | 7,650.00         |
| <u>Department of Business and Economics:</u>   |                            |                  |                  |
| J. C. Carroll                                  | Prof & Head                | 10,800.00        | 10,800.00        |
| D. W. Blackburn                                | Professor                  | 10,600.00        | 10,600.00        |
| E. L. Guffey                                   | Assoc Prof                 | 9,500.00         | 9,720.00         |
| Fred Basco                                     | Assoc Prof                 | 8,200.00         | 8,460.00         |
| Joe Shaw                                       | Assoc Prof                 | 7,700.00         | 7,920.00         |
| Curtis Terrell                                 | Asst Prof                  |                  | 9,000.00         |
| O. M. Wachtendorf                              | Asst Prof                  | 7,100.00         | 7,290.00         |
| Frank McAlister                                | Asst Prof                  | 7,400.00         | 4,590.00*        |
| Carlyle Ellis                                  | Instructor                 | 6,800.00         | 6,930.00         |
| Gay Hopkins                                    | Instructor                 | 6,500.00         | 6,750.00         |
| <u>Department of Education and Psychology:</u> |                            |                  |                  |
| A. J. Lynch                                    | Prof & Head                | 11,000.00**      | 10,800.00        |
| E. R. Hopkins                                  | Prof & Dir of Student Tchg | 10,000.00        | 10,500.00        |
| A. L. Henze                                    | Professor                  | 9,850.00         | 10,300.00        |

\*Part-time teaching.

\*\*12 months salary.

| NAME  | RANK                       | 1965-66 (9 Mos.) | 1966-67 (9 Mos.) |
|---|----------------------------|------------------|------------------|
|   |                            | Salary           | Salary           |
| <u>Department of Education &amp; Psychology, continued:</u> |                            |                  |                  |
| Paul Witherspoon  | Prof & Director of Testing | \$ 9,500.00      | \$ 10,000.00     |
| Bert Stark  | Assoc Prof                 | 9,500.00         | 9,720.00         |
| Mabel G. Patterson  | Assoc Prof                 | 8,000.00         | 8,460.00         |
| W. R. Zaffiro   | Asst Prof                  | 8,600.00         | 8,730.00         |
| D. B. Jacobs  | Instructor                 | 7,400.00         | 7,650.00         |
| <u>Department of English, Speech, and Journalism:</u>       |                            |                  |                  |
| E. A. Nolte   | Prof & Head                | 10,800.00        | 10,800.00        |
| E. C. Polk  | Professor                  | 10,000.00        | 10,300.00        |
| Eva Burkett   | Professor                  | 9,300.00         | 9,600.00         |
| Ralph Behrens   | Professor                  | 8,800.00         | 9,000.00         |
| Frances Terry   | Assoc Prof                 | 7,850.00         | 7,920.00         |
| R. W. Hudson  | Asst Prof                  | 8,200.00         | 8,280.00         |
| Dorothy Finklea   | Asst Prof                  | 7,000.00         | 7,650.00         |
| Mary Robinson   | Asst Prof                  | 7,500.00         | 7,560.00         |
| R. B. Moore   | Asst Prof                  | 7,400.00         | 7,560.00         |
| George Amos   | Asst Prof.                 | 7,700.00         | 8,100.00         |
| Mary Henze  | Asst Prof                  | 6,000.00         | 7,200.00         |
| Betty Young   | Asst Prof                  | 6,000.00         | 7,200.00         |
| Keith Floyd   | Instructor                 | 8,000.00         | 8,190.00         |
| Don Garnett   | Instructor                 | 7,500.00         | 7,650.00         |
| Maurice Dean  | Instructor                 | 1,800.00*        | 1,980.00*        |
| May Hope Moose  | Instructor                 |                  | 6,300.00         |
| <u>Department of Foreign Languages:</u>                     |                            |                  |                  |
| Ramon Rozzell   | Prof & Head                | 10,800.00        | 10,800.00        |
| Nicole Hatfield   | Asst Prof                  | 5,500.00*        | 5,500.00*        |
| <u>Department of Geography:</u>                             |                            |                  |                  |
| W. F. Keinath   | Assoc Prof**               | 8,500.00         | 9,600.00**       |
| Paul Hagle  | Asst Prof                  | 7,500.00         | 8,100.00         |
| Elizabeth Abbott  | Instructor                 | 5,850.00         | 6,030.00         |
| <u>Department of History &amp; Political Science:</u>       |                            |                  |                  |
| Horace Adams  | Prof & Head                | 10,800.00        | 10,800.00        |
| O. W. Rook  | Professor                  | 9,800.00         | 10,300.00        |
| W. W. Moore   | Associate Prof             | 9,900.00         | 9,900.00         |
| W. F. Lisenby   | Assoc Prof                 | 9,600.00         | 9,720.00         |
| C. M. Evans   | Assoc Prof                 | 8,500.00         | 8,730.00         |
| Joe Shaw  | Assoc Prof                 | 7,700.00         | 7,920.00         |
| Ophelia Fisher  | Assoc Prof                 | 7,700.00         | 7,920.00         |
| W. A. Larsen  | Asst Prof                  | 8,200.00         | 8,280.00         |
| Lois Hobby  | Instructor                 | 5,400.00         | 6,030.00         |
| <u>Department of Home Economics:</u>                        |                            |                  |                  |
| Mary Jane Scott   | Prof & Head                | 10,800.00        | 10,800.00        |
| Frances Webb  | Assoc Prof                 | 7,800.00         | 7,920.00         |
| Sue Adams   | Asst Prof                  | 7,400.00         | 7,650.00         |
| Sue Thompson  | Instructor                 | 7,400.00         | 7,650.00         |
| Almeria Lindsay   | Instructor                 | 7,000.00         | 7,380.00         |
| Molsie Osborne  | Nursery School Teacher     | 2,100.00         | 2,385.00         |
| <u>Department of Industrial Education:</u>                  |                            |                  |                  |
| V. N. Hukill  | Prof & Head                | 9,800.00         | 10,600.00        |
| Bernard O'Dwyer   | Instructor                 | 7,400.00         | 7,560.00         |

\*Part-time teaching

\*\*Provided doctorate is earned by September 1, 1966.

| NAME  | RANK                          | 1965-66 (9 Mos.) | 1966-67 (9 Mos.) |
|---|-------------------------------|------------------|------------------|
|   |                               | Salary           | Salary           |
| <u>Department of Library Science:</u>                 |                               | \$               | \$               |
| Lee B. Spencer  | Prof & Head, & Head Librarian | 10,800.00*       | 10,000.00        |
| Gladys Sachse   | Assoc Prof & Asst Libr        | 7,200.00         | 7,920.00         |
| Opal Walters  | Instr & Asst Libr             | 6,200.00         | 6,480.00         |
| Ruth Dunaway  | Instr & Asst Libr.            | 5,900.00         | 5,940.00         |
| Peggy Havens  | Secretary                     | 2,520.00         | 2,784.00         |
| <u>Department of Mathematics:</u>                     |                               |                  |                  |
| O. L. Hughes  | Prof & Head                   | 10,300.00        | 10,700.00        |
| J. D. Henry   | Professor                     | 10,000.00        | 10,500.00        |
| Earl McGehee  | Asst Prof                     | 8,500.00         | 8,730.00         |
| Dorothy Long  | Assoc Prof                    | 8,000.00         | 8,460.00         |
| Harold Henry  | Assoc Prof                    | 7,700.00         | 8,100.00         |
| Turner Hogan  | Asst Prof                     | 7,700.00         | 8,100.00         |
| Darrell Kilman  | Asst Prof                     | 7,700.00         | 8,100.00         |
| Virginia Bonds  | Asst Prof                     | 7,700.00         | 7,920.00         |
| <u>Department of Music:</u>                           |                               |                  |                  |
| Howard Groth  | Prof & Head                   | 10,800.00        | 10,800.00        |
| Carl Forsberg   | Professor                     | 9,800.00         | 10,000.00        |
| Wayne Griffith  | Asst Prof                     | 6,500.00         | 6,600.00         |
| Jean Adams  | Asst Prof                     | 4,100.00**       | 4,230.00**       |
| Homer Brown   | Instr & Band Director         | 8,100.00         | 8,280.00         |
| Sue Evans   | Instructor                    | 7,400.00         | 7,650.00         |
| P. R. Hasty   | Instr & Asst Band Director    | 6,600.00         | 6,750.00         |
| Leonard Phillips                                      | Instructor                    | 4,500.00**       | 4,860.00**       |
| <u>Department of Philosophy:</u>                      |                               |                  |                  |
| James Ware  | Prof & Head                   | 9,900.00         | 10,600.00        |
| <u>Department of Sociology:</u>                       |                               |                  |                  |
|   | Prof & Head                   |                  | 10,800.00        |
| <u>Department of Health &amp; Physical Education:</u> |                               |                  |                  |
| Jeff Farris   | Prof & Head                   | 10,600.00        | 10,800.00        |
| Cecil Garrison  | Prof & Director of A-V        | 9,400.00         | 10,000.00        |
| Fletcher Lowry  | Asst Prof & Asst Coach        | 8,600.00#        | 9,000.00         |
| Betty Swift   | Asst Prof                     | 7,600.00         | 7,830.00         |
| Willa B. Spencer                                      | Asst Prof                     | 7,000.00         | 7,200.00         |
| Raymond Bright  | Instructor & Head Coach       | 9,200.00         | 9,450.00         |
| Cliff Horton  | Instr & Basketball Coach      | 8,600.00         | 8,600.00         |
| Bill Nutter   | Instr & Asst Coach            | 7,500.00         | 7,830.00         |
| Rex Lovell  | Instr & Asst Coach            | 7,500.00         | 7,830.00         |
| Ann Machen  | Instructor                    | 6,100.00         | 6,300.00         |
| <u>Department of Physics:</u>                         |                               |                  |                  |
| Denver Prince   | Prof & Head                   | 10,600.00        | 10,800.00        |
| Ralva Bass  | Assoc Prof                    | 8,100.00         | 8,460.00         |
| <u>Department of Special Education:</u>               |                               |                  |                  |
| Harold Love   | Prof & Head                   | 10,000.00        | 10,800.00        |
| Mary K. Stewart                                       | Instructor                    | 7,400.00         | 8,100.00         |

\*12 months salary

\*\*Part-time teaching

#On leave

President Snow recommended that those faculty members who will teach during the summer session, 1966, be paid according to the following scale: (See page 439.)

| <u>Rank</u>         | <u>Salary per Summer Term</u> |
|---------------------|-------------------------------|
| Professor & Head    | \$ 800.00 to \$1100.00        |
| Associate Professor | 800.00 to 900.00              |
| Assistant Professor | 700.00 to 800.00              |
| Instructor          | 500.00 to 750.00              |

Trustee Sneed made a motion that the recommendation be approved, and furthermore that President Snow be authorized to fill vacancies for the summer session of 1966, for the regular session 1966-67, to be formally acted upon at subsequent meetings of the Board. A second to this motion was made by Trustee West and unanimously passed.

A motion was made by Trustee Hoggard, seconded by Trustee Harper, and unanimously passed that the leaves of absence, resignations, and summer appointments as recommended by President Snow be approved. These are listed below:

Leaves of Absence:

1. Richard Collins, Associate Professor of Biology, academic year 1966-67, without pay.
2. Turner Hogan, Assistant Professor of Mathematics, academic year 1966-67, without pay.
3. Faril Simpson, Assistant Professor of Physical Science, academic year 1966-67 without pay.
4. Betty Swift, Assistant Professor of Physical Education, academic year 1966-67, without pay.

Resignations:

1. Karl H. Meyer, Instructor of Foreign Language.
2. Clarence O. Hamilton, Assistant Professor of Business.
3. Andre McNeil, Assistant Professor of Economics.
4. Mrs. J. H. Montgomery, Resident Hall Supervisor.

Summer Appointments:

1. Miss Freida Cummings, Library, first summer term @ \$125.00 per week and second summer term @ \$75.00 per week.
2. Miss Allen Ragland, Consultant in the Family Finance Workshop, second summer term, @ \$125.00 per week.
3. Mrs. Venora Crump, Instructor in the Summer Institute for Elementary School Librarians, second summer term, @ \$134.60 per week.
4. Miss Erma Chastain, Instructor in the Summer Institute for Elementary School Librarians, first summer term, @ \$160.16 per week.
5. Miss Julia Lee Moore, Administrative Assistant in the Summer Institute for Elementary School Librarians, for two months beginning June 6, 1966, @ \$675.00 per month.
6. Miss Nola Ellis, Instructor in the Summer Institute for Elementary School Librarians, second summer term, @ \$151.16 per week.
7. Simms McClintock, Instructor in the Summer Institute for Secondary Teachers of American History, beginning June 13, 1966, for a period of eight weeks @ \$200.00 per week.

Upon motion made by Trustee Mitchell, seconded by Trustee Sneed, and unanimously passed, the following action was taken:

1. The state winner of the National Spanish Contest be granted a freshman fee remission scholarship.
2. Meadors dormitory be converted into a dormitory for athletes effective September 1, 1966, and that said athletes living in this facility pay a monthly room rent of \$20.00.
3. Effective the first summer term, 1966, offices on the campus be open for a period of forty hours per week.

It was agreed by the Board of Trustees that due to the heavy commitments of the College and staff limitations, it would be inadvisable to establish off-campus work programs for the summer of 1966.

Mr. Harold D. Eidson, Business Manager, gave a financial statement.

There being no further business to come before the Board, Trustee Sneed made a motion, seconded by Trustee Mitchell, and unanimously passed that the meeting adjourn.

*Louie H. Polk*  
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Louie H. Polk, Chairman

*Mrs. Rufus W. Morgan, Jr.*  
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Mrs. Rufus W. Morgan, Jr., Secretary