

The Board of Trustees of State College of Arkansas convened in regular meeting on April 10, 1967, 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
Secretary:	Mrs. Rufus W. Morgan, Jr.
Vice-chairman:	Cleddie W. Harper
Trustees:	J. C. Mitchell
	Dr. John W. Sneed, Jr.
	Lindsey Hatchett
	James W. Ahlf

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

None

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

Motion was made by Trustee Morgan, seconded by Trustee Hatchett, and passed by unanimous vote that the minutes of the last meeting of the Board of Trustees be approved.

A motion was made by Trustee Mitchell, seconded by Trustee Sneed and passed by unanimous vote that action taken via a conference telephone call on March 14, 1967 and entered in the official minute book of the Board of Trustees be reaffirmed.

Upon the recommendation of President Snow, Trustee Hatchett made a motion that the following personnel be employed for 1967-68:

Name	Title	12 Months Salary, 66-67	12 Months Salary, 67-68
Silas D. Snow	President	\$ 14,200.00*	\$ 17,500.00#
Charles R. Teeter	Asst to Pres & Dir of Development	11,000.00	12,000.00
Maxine Crafton	Secretary	5,400.00	6,084.00
A. E. Burdick	Dean	13,500.00	15,500.00
Ruby Chick	Secretary	5,256.00	5,520.00'
Harold D. Eidson	Business Manager	12,000.00	14,000.00
C. C. Hudson	Assistant Business Mgr.	9,000.00	10,500.00
L. P. Crafton	Accountant	7,392.00	8,148.00
Virginia Smith	Secretary	5,400.00	5,796.00
Bob Dempsey	Purchasing Agent	5,520.00	5,796.00
Mike Steinbeck	Supv of Student Accounts	4,536.00	5,004.00
Eloise Erwin	Secretary	3,600.00	3,924.00
Colleen Willmuth	Secretary	3,384.00	3,732.00
Lois Blythe	Cashier	3,072.00	3,384.00
Rojana Southerland	Secretary	2,928.00	3,228.00
Marie Wilson	Secretary	2,928.00	3,228.00
W. H. Osborne	Dir of Admis & Research	11,000.00	12,500.00
Loretta Farris	Secretary	4,320.00	5,004.00
Sonny Cooper	Secretary	3,732.00	4,320.00
Charles Downs	Registrar	9,000.00	9,800.00
Corinne Robinson	Secretary	4,536.00	5,004.00
Patsy Manion	Secretary	2,784.00	2,928.00

\*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.

#For the convenience of the Board of Trustees the President is required to live in the President's Home for which no rent nor utilities are paid. This contract is for a period of three years beginning July 1, 1967.

Name	Title	12 Months	
		66-67 Salary	67-68 Salary
James Sylar	Dir of Student Affairs	\$ 10,500.00	\$ 12,000.00
Carolyn Hopkins	Secretary	3,384.00	3,924.00
Olive Ferguson	Dean of Women	6,800.00	7,400.00
Frank Koon	Assoc Prof & Ath Dir	10,060.00	11,000.00
Mary Ann O'Donnel	Secretary	3,228.00	3,552.00
Paul Witherspoon	Prof of Ed & Dir of Testing	12,200.00	13,000.00
Joel Keeter	Assoc Prof of Psy & Counselor	11,200.00	12,000.00
Carolyn Wilkins	Secretary	3,924.00	4,116.00
Tommy Smith	Director of Public Relations	9,000.00	9,900.00
Marvin Bishop	Dir of Stud Aid & Asst Coach	9,150.00	9,550.00
Gertrude Allison	Secretary	4,116.00	4,536.00
S. D. White	Dir of Exten & Corresp	10,500.00	11,100.00
Grace Ethridge	Secretary	4,380.00	4,536.00
Roy Woole	Student Center Director	6,384.00	7,392.00
Joe White	Bookstore Manager	5,256.00	6,084.00
Clinton Beene	Bowling Lanes Mgr	3,384.00	3,732.00
Nora Hoggard	Secretary	3,228.00	3,552.00
Lawanda Goode	Cashier	2,784.00	2,928.00
Howard Montgomery	Food Service Director	8,496.00*	8,988.00*
Emily Montgomery	Dietitian	4,320.00	4,764.00
Geneva Milburn	Secretary	4,116.00	4,536.00
Ruby Nell Keathley	Secretary	3,072.00	3,384.00
Dr. Ed Dunaway	Physician	1,200.00	1,200.00
Florence Wilkerson	Registered Nurse	3,600.00	3,924.00
Susan Joyner	Registered Nurse	3,600.00**	3,924.00**
Marvin Iberg	Security Officer	4,920.00	5,256.00
Leo Duke	Security Officer	4,920.00***	5,256.00***
Noble Wimberly	Phys Plant Supt	7,392.00***	7,764.00***
Sid Coleman	Asst Phys Plant Supt	6,084.00	6,384.00
Elsie Wimberly	Secretary	3,072.00	3,384.00
Beth Williams	Resident Hall Supervisor	2,700.00#	2,664.00##
Mildred Tilden	Resident Hall Supervisor	2,700.00#	2,664.00##
Eula King	Resident Hall Supervisor	2,700.00#	2,664.00##
Audrey Harness	Resident Hall Supervisor	2,700.00#	2,664.00##
Ruth Minton	Resident Hall Supervisor	2,700.00#	2,664.00##
Alma Roth	Resident Hall Supervisor	2,700.00#	2,664.00##
Carrie Manes	Resident Hall Supervisor	2,700.00#	2,664.00##
Lora Richardson	Resident Hall Supervisor	2,700.00**	3,552.00**
Edgar Richardson	Resident Hall Supervisor	1,920.00	2,112.00
David Wilkerson	Resident Hall Supervisor	1,600.00**	1,800.00**
Mae R. Adcock	Resident Hall Supervisor		2,664.00###

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

\*\*Plus apartment and utilities.

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

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

##Salary to be \$269.00 per calendar month beginning July 1, 1967 and ending May 31, 1968, plus apartment, utilities, and food when eaten in college cafeteria.

###Salary to become effective September 1, 1967. An apartment, utilities, and meals are to be furnished provided meals are eaten in college cafeteria.

Name	Rank	9 Months 66-67 Salary	9 Months 67-68 Salary
<u>Department of Education:</u>			
A. J. Lynch	Professor-Head	\$ 10,800.00	\$ 12,000.00
E. R. Hopkins	Prof & Dir of Stud Tchg	10,500.00	11,300.00
A. L. Henze	Professor	10,300.00	11,300.00
Bert Stark	Associate Professor	9,720.00	10,620.00
Kendall Hoggard	Associate Professor	9,360.00	10,160.00
Mabel G. Patterson	Associate Professor	8,460.00	9,360.00
Austin Glenn	Assistant Professor	9,500.00	10,400.00
Richard Buckley	Assistant Professor	8,730.00	9,330.00
W. R. Zaffiro	Assistant Professor	8,730.00	9,130.00
Deane Jacobs	Instructor	7,650.00	8,150.00
<u>Department of English, Speech, &amp; Journalism:</u>			
E. A. Nolte	Professor-Head	10,800.00	12,000.00
Estus Polk	Professor	10,300.00	11,500.00
Eva Burkett	Professor	9,600.00	11,000.00
Ralph Behrens	Professor	9,000.00	9,800.00
R. W. Hudson	Associate Professor	8,280.00	9,080.00
Frances Terry	Associate Professor	7,920.00	8,720.00
George Amos	Assistant Professor	8,100.00	8,700.00
Dorothy Finklea	Assistant Professor	7,650.00	8,250.00
Robert Moore	Assistant Professor	7,560.00	8,160.00
Mary Robinson	Assistant Professor	7,560.00	8,160.00
Marie Rodgers	Assistant Professor	7,560.00	8,160.00
Mary Henze	Assistant Professor	7,200.00	7,800.00
Jeff Henderson	Instructor		8,640.00
Don Garnett	Instructor	7,650.00	8,150.00*
Betty Young	Instructor	7,200.00	7,800.00
Maurice Dean	Instructor	7,200.00	7,700.00
May Hope Moose	Instructor	6,300.00	6,800.00
<u>Department of Foreign Languages:</u>			
Ramon Rozzell	Professor-Head	10,800.00	12,000.00
Nicole Hatfield	Assistant Professor	5,500.00#	5,500.00#
Alan Patrick	Instructor	6,300.00	6,800.00
<u>Department of Geography:</u>			
W. F. Keinath	Asst Prof-Acting Head**	9,000.00	9,600.00**
Donald Byrd	Instructor	6,500.00	7,000.00
Elizabeth Abbott	Instructor	6,030.00	6,530.00
<u>Department of Health &amp; Physical Education:</u>			
Jefferson Farris	Professor-Head	10,800.00	12,000.00
Cecil Garrison	Professor & Director of AV	10,000.00	11,000.00
Arvil Burks	Associate Professor	9,500.00	10,620.00
Fletcher Lowry	Associate Professor	9,000.00	9,800.00***
Betty Swift	Associate Professor	7,830.00*	8,630.00
Cliff Horton	Asst Prof & Basketball Coach	9,500.00##	10,500.00###
Willa Belle Spencer	Assistant Professor	7,200.00	8,160.00
ymond Bright	Head Coach	10,200.00##	11,200.00###
Rex Lovell	Assistant Coach	8,530.00##	9,530.00###
Bill Nutter	Assistant Coach	8,530.00	9,530.00###
Ann Machen	Instructor	6,300.00	6,800.00

\*On leave #Part-time teaching.

\*\*Salary to be \$10,000.00 and rank to be Associate Professor provided the doctorate is earned by September 1, 1967.

\*\*\*Salary to be \$10,200.00 provided doctorate is earned by September 1, 1967.

##12 months salary.

###12 months salary--must teach one five weeks summer term.

Name	Title	12 Months	
		Salary, 66-67	Salary, 67-68
Richard Holt	Coordinator--Civil Def.	\$ 8,800.00	\$ 9,300.00**
Don Rickard	Instructor	8,180.00	8,680.00**
Marion Johnson	Instructor	7,680.00	8,180.00**
Ray Ellis	Instructor	7,680.00	8,180.00**
Philip Lipsmeyer	Instructor	7,680.00	8,180.00**
Ruby Owens	Secretary	3,732.00	4,116.00**
B. A. Lewis	Dean of Graduate School	13,000.00	14,800.00
Abbie Williams	Secretary	3,384.00	4,116.00
H. B. Hardy, Jr.	Assoc Prof & Chrm of Gen & Pre-Prof Studies	11,400.00	13,000.00

Name	Rank	9 Months	
		66-67 Salary	67-68 Salary
<u>Department of Art:</u>			
	Professor-Head	\$	\$ 12,000.00
Gene Hatfield	Assistant Professor	7,920.00	8,520.00
Flora Kennedy	Assistant Professor	7,200.00	7,800.00

<u>Department of Biology:</u>			
Neal Buffaloe	Professor-Head	10,800.00	12,000.00
Jewel Moore	Professor	10,300.00	11,500.00
Jimmy Throneberry	Professor	9,900.00	11,500.00
T. J. Burgess	Associate Professor	8,460.00	9,360.00
Harold Cooper	Associate Professor	4,950.00*	5,400.00*
Robert Kirkwood	Assistant Professor	8,000.00	8,600.00
Ray Kinser	Assistant Professor	7,650.00	8,250.00
Hoyt Rowden	Instructor	6,300.00	6,800.00
Marcia Lacy	Secretary	3,600.00**	3,924.00**

<u>Department of Business, Economics, &amp; Sociology:</u>			
Conrad Carroll	Professor-Head	10,800.00	12,000.00
D. W. Blackburn	Professor	10,600.00	11,000.00
Loren Guffey	Associate Professor	9,720.00	10,800.00
Fred Basco	Associate Professor	8,460.00	9,360.00
Curtis Terrell	Assistant Professor	9,000.00	9,600.00
Frank McAlister	Assistant Professor	7,650.00	8,160.00
Ona M. Wachtendorf	Assistant Professor	7,290.00	7,890.00
Gay Hopkins	Instructor	6,750.00	7,560.00
Carlyle Ellis	Instructor	6,930.00	7,430.00
Larry Magness	Instructor	6,750.00	7,245.00
Bonnie Ausbrooks	Instructor	6,300.00	6,800.00
Birdie Varner	Secretary	1,800.00***	1,920.00***

<u>Department of Chemistry:</u>			
Jerald Manion	Professor-Head	10,800.00	12,000.00
Chester Kennedy	Professor		11,500.00
G. S. Paul	Associate Professor	9,720.00	10,620.00
Homer Rich	Instructor	7,650.00	8,150.00

\*Part-time teaching.

\*\*12 months salary.

\*\*\*12 months salary--works part-time.

Name	Rank	9 Months 66-67 Salary	9 Months 67-68 Salary
<u>Department of History &amp; Political Science:</u>			
Horace Adams	Professor-Head	\$ 10,800.00	\$ 11,800.00
O. W. Rook	Professor	10,300.00	11,500.00
Foy Lisenby	Professor	9,720.00	11,300.00
W. W. Moore	Associate Professor	9,900.00	11,000.00
Ophelia Fisher	Associate Professor	7,920.00	8,820.00
Joe Shaw	Associate Professor	7,920.00	8,320.00
George Lassett	Assistant Professor		6,528.00#
W. A. Larsen	Assistant Professor	8,280.00	8,820.00
Simms McClintock	Assistant Professor	7,830.00	8,460.00
Lois Hobby	Instructor	6,030.00	6,530.00
<u>Department of Home Economics:</u>			
	Professor-Head		12,000.00
Frances Webb	Associate Professor	7,920.00	8,820.00
Sue Adams	Associate Professor	7,650.00	8,250.00
Sue Thompson	Assistant Professor	7,650.00	8,150.00
Almeria Lindsay	Assistant Professor	7,380.00	7,920.00
Molsie Osborne	Nursery School Teacher	2,385.00	2,700.00
<u>Department of Industrial Education:</u>			
V. N. Hukill	Professor-Head	10,600.00	11,800.00
John Humbert	Assistant Professor	9,600.00	10,400.00
Bernard O'Dwyer	Instructor	7,560.00	8,060.00
<u>Department of Library Science:</u>			
Lee Spencer	Professor-Head	11,700.00*	12,700.00*
Gladys Sachse	Assoc Prof & Asst Libr- Instructor	9,520.00*	10,212.00*
Opal Walters	Asst Prof & Asst Libr- Instructor	7,480.00*	8,208.00*
LaVonne Blackman	Assistant Libr-Instructor	7,500.00*	8,004.00*
Ruth Dunaway	Assistant Libr-Instructor	6,940.00*	7,500.00*
Peggy Harrison	Secretary	2,784.00*	3,228.00*
Mary Stout	Secretary	3,072.00*	3,228.00*
Sue Aist	Secretary	3,072.00*	3,228.00*
<u>Department of Mathematics:</u>			
F. M. Hudson	Professor-Head		11,800.00
O. L. Hughes	Professor	10,700.00	11,700.00
J. D. Henry	Professor	10,500.00	11,400.00
Dorothy Long	Associate Professor	8,460.00	9,360.00
Harold Henry	Associate Professor	8,100.00	9,000.00
Earl McGehee	Assistant Professor	8,730.00	9,360.00
Darrell Kilman	Assistant Professor	8,100.00	8,700.00**
Virginia Bonds	Assistant Professor	7,920.00	8,520.00
Donald Adlong	Assistant Professor		8,280.00
Estelle White	Assistant Professor	7,650.00	8,250.00
Jesse Emerson	Instructor	7,560.00	8,010.00

#4/5 teaching.

\*12 months salary.

\*\*on leave.

Name	Rank	9 Months 66-67 Salary	9 Months 67-68 Salary
<u>Department of Music:</u>			
Howard Groth	Professor-Head	\$ 10,800.00	\$ 12,000.00
Carl Forsberg	Professor	10,000.00	11,200.00
Wayne Griffith	Assistant Professor	6,600.00	7,200.00
Homer Brown	Instr & Dir of Band	8,280.00	8,780.00
Sue Evans	Instructor	7,650.00	8,150.00
P. R. Hasty	Instr & Asst Dir of Band	6,750.00	7,245.00
Leonard Phillips	Instructor	4,860.00*	5,310.00*

<u>Department of Philosophy:</u>			
James Ware	Professor-Head	10,600.00	11,800.00
Patrick Murray	Associate Professor	9,500.00	10,400.00

<u>Department of Physics:</u>			
Denver Prince	Professor-Head	10,800.00	12,000.00
Ralva Bass	Associate Professor	8,460.00	9,360.00
Harold Pray	Instructor	7,290.00	7,790.00

<u>Department of Psychology:</u>			
Robert O. Morrow	Professor-Head		12,000.00

<u>Department of Special Education:</u>			
Harold Love	Professor-Head	10,800.00	12,000.00
James Mayhugh	Assistant Professor	9,000.00	9,600.00**
Keith Floyd	Instructor	8,190.00	8,690.00
Mary K. Stewart	Instructor	8,100.00	8,600.00
Loreta Holder	Instructor	7,000.00	7,560.00
Shirley Henderson	Instr & Day School Teacher	5,850.00	7,400.00
Joyce Lancaster	Secretary	3,600.00#	3,924.00#

\*Part-time teaching.

\*\*Salary to be adjusted to \$10,000.00 provided the doctorate is earned by September 1, 1967.

#12 months salary.

The motion further stipulated that President Snow be authorized to make staff appointments for the summer session of 1967, for the regular session 1967-68, to be formally acted upon at subsequent meetings of the Board, and that summer salary rates be computed not to exceed the following maximum categories as established by the State College of Arkansas Appropriation Act:

Professor-Head	\$3,000.00
Professor	\$2,850.00
Associate Professor	\$2,700.00
Assistant Professor	\$2,400.00
Instructor	\$2,100.00

A second to this motion was made by Trustee Morgan and passed by unanimous vote.

Trustee Mitchell made a motion that the following faculty academic tenure plan be established:

1. Permanent tenure will be assured when a faculty member has been appointed to the rank of assistant professor and has served satisfactorily a probationary period in this college for six years and has been appointed for the seventh year. At least one year of approved leave may be accepted in the six-year probationary period.
2. During the probationary period, notice of non-reappointment, or of intention not to recommend reappointment to the Board of Trustees, will be given in writing in accordance with the following standards:

- a. Not later than March 1 of the first year of academic service.
  - b. Not later than December 15 of the second year of academic service.
  - c. At least twelve months before the expiration of an appointment after two or more years in the college.
3. After the expiration of the probationary period, a faculty member will have permanent or continuous tenure, and his service will be terminated only for adequate cause, except in the case of retirement for age, under extraordinary circumstances because of financial exigencies, or discontinuation of program(s). All reappointments, both probationary and tenure, are normally made annually in March of the academic year. The college will not accept a resignation after May 1.
4. In case of termination for cause of a tenure appointment, the accused faculty member may, upon his request, have recourse to hearings by both faculty committee and the Board of Trustees. In all cases where the facts are in dispute, the accused faculty member will be informed before the hearing in writing of the charges against him and shall have the opportunity to be heard in his own defense by all bodies that pass judgement on his case. He will be permitted to have with him an adviser of his own choosing who may act as counsel. A full stenographic record of the hearing will be made available to the parties concerned. In the hearing of charges of incompetence, testimony may be taken from other faculty members. A faculty member with tenure who is dismissed for reasons not involving moral turpitude will receive his salary for the academic year of nine months following the date of notification of dismissal whether or not he is continued in his duties at the college.

A second to this motion was made by Trustee Ahlf and passed by unanimous vote.

Upon motion by Trustee Morgan and seconded by Trustee Harper, the Board voted unanimously to establish a fee-remission plan for children, wives, or husbands of faculty and members of the Board of Trustees of the college.

Trustee Morgan made a motion authorizing a college expenditure of approximately \$1500.00 for construction of an enclosure in the student center to house a plastic bear purchased by the Student Senate. A second to this motion was made by Trustee Hatchett and passed by unanimous vote.

Mr. Bruce R. Anderson, College Architect, presented construction plans and proposed sites for two dormitories and a cafeteria. A motion was made by Trustee Harper, seconded by Trustee Hatchett, and passed by unanimous vote approving these plans and locations.

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

*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