

BOARD OF TRUSTEES  
WESTERN WASHINGTON STATE COLLEGE

January 6, 1977  
Miller Hall 163  
Western Washington State College

2:00 p.m.

1. Approval of the Minutes of the Meeting of the Board of Trustees of December 2, 1976
2. Business Management Items - Informational
  - A. Report on 1977-79 Operating and Capital Budget Requests
3. Items from the Board
4. Items from the President
5. Recommendations for Professional Leave
6. Personnel Actions
  - Appointments/Reappointments
  - Informational Items
  - Leaves of Absence
  - Resignations/Terminations

EXECUTIVE SESSION

BOARD OF TRUSTEES  
WESTERN WASHINGTON STATE COLLEGE  
January 6, 1977

The Board of Trustees of Western Washington State College met in regular session at 2:00 p.m. on January 6, 1977, in Miller Hall 163 on the campus of Western Washington State College. Present were:

Board of Trustees	Mrs. Ritajean Butterworth Mr. Paul Hanson Mr. Robert Winston, Jr.
WWSC Personnel	Paul J. Olscamp Margaret Aitken Thomas Anderson Michael Barnhart Gerald Brock Donald Cole James Hildebrand Harry Jackson Steve Kurtz Fil Leanderson Boyde Long C. W. McDonald Mary Robinson Don Sturgill
WWSC Student	Bruce Ayers
and others totaling perhaps 25	

The meeting was called to order by the chairman, Mrs. Butterworth.

APPROVAL OF THE MINUTES OF THE MEETING OF THE BOARD OF TRUSTEES OF DECEMBER 2, 1976

Mrs. Butterworth made reference to remarks in the minutes on page 5 concerning Mr. Comfort's resignation as a member of the Board, which was to be effective only upon acceptance by the Governor. Mrs. Butterworth stated that she had received a copy of the Governor's letter to Mr. Comfort, in which he regretfully accepted Mr. Comfort's resignation.

Mr. Hanson requested that the minutes be amended as follows: 1) that the motion by Mr. Chin on page 2 of the minutes, last paragraph, concerning approval of Capital Project, #73-3(A), Old Main, Phase II, reflect that the motion was seconded by Mr. Hanson rather than by Mr. Comfort; and 2) that Mr. Hanson's comments concerning Mr. Comfort's resignation on page 6, first paragraph, be expanded to include the full context of his remarks. He stated that, while the minutes contained a very accurate summary of the intent of his comments, he would appreciate, with the Board's permission, the inclusion of his remarks in full as follows:

Mr. Comfort's resignation, which as he stated has to do with the relatively short remaining time he has on the Board and the unlikelihood of his being reappointed, is still to be indicative of the unfortunate results of the passage of referendum 36. I am hopeful that the referendum will not adversely affect public service by citizens of this state such as Pat Comfort in the future, but I am very much afraid that passage of the referendum will affect that public service. I certainly hope that Governor Ray, in spite of the passage of this referendum, can find people of the quality that Pat Comfort has demonstrated as a member of this Board.

Mr. Hanson moved that the amended minutes of the meeting of the Board of Trustees of December 2, 1976, be approved; seconded by Mr. Comfort, the motion passed unanimously.

BUSINESS MANAGEMENT ITEMS - INFORMATIONAL

Analysis for Governor Evans' Recommended 1977-79 Biennial Budget

President Olscamp advised the Board of Trustees on the impact of the Evans recommendations on college programs with regard to operating budget and capital funds. He stated that Western's position is moderately favorable in that many of the items recommended by Western to be included for the next biennium were retained in the Governor's budget request. However, there are several areas of significant exceptions as follows: 1) the faculty staffing formula level, 2) the academic equipment budget, and 3) WWSC faculty salaries.

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Dr. Olscamp stated that the faculty staffing formula level as proposed does not coincide with that recommended by the Council of Presidents. The COP recommended instructional formula funding at 74 percent in the first year of the biennium and 77 percent in the second year. The Governor's recommendations are for 74 percent in the first year and 75 percent in the second year. The consequences in terms of faculty positions desperately needed by Western which would not be funded under the Governor's recommendations are being made known to the staffs of the various legislative committees to whom the responsibility has now shifted.

The academic equipment budget, in Dr. Olscamp's view, shares almost equal importance with the faculty staffing formula level. The President reported that a "bare-bones" equipment budget, reduced internally from initial departmental requests totaling approximately \$1.5 million to \$407,000, was submitted as part of Western's budget request for the 1977-79 biennium. An academic equipment budget, as such, is not included in the Governor's budget recommendations. Instead, the Governor has recommended an increased level of support under the instructional support formula. It is the feeling of Western's administration at this time that material increases in the instructional support formula are unlikely. Again, members of the various legislative staffs are being urged to return the \$407,000 item for academic equipment to one or another part of Western's biennial agency budget.

Dr. Olscamp handed out copies of a memorandum outlining Western's position on faculty salaries for the 1977-79 biennium. He stated that there are several different groups at the state level charged with the responsibility of making recommendations concerning salary levels. Of these, the Council of Presidents has recommended the results of the seven-state salary survey, which has been used for 15 years in this state. The recommendations calculated on the basis of that survey recognize the fact that Western needs a differential increase to eliminate the present salary inequities of its faculty as compared to faculty members of the same rank in other institutions. If the seven-state comparison group were to be used, WWSA would be recommended for a 19.2 percent faculty salary increase the first year of the biennium. The Council for Postsecondary Education staff have also prepared a proposal concerned with faculty salary recommendations, which is to be considered at the Council's January 7 meeting. Dr. Olscamp observed that the CPE staff's recommendations for a 10.2 percent increase appear to have been calculated in absolute independence of the 27-institution comparison group which the CPE has been developing for the past year in cooperation with the state's four-year colleges and universities and would worsen the inequity problem for Western. He noted, however, that the making of supplementary recommendations by the CPE to address the inequity has not been ruled out. These inequities are summarized in the memorandum handed out at today's meeting and Dr. Talbot will distribute copies of the memorandum at the January 7 CPE meeting, at which time he will present Western's position to the Council members.

Dr. Olscamp expressed deep concern that the recommendations of the CPE staff are totally inadequate to address any portion of the inequity problem. He expressed further concern regarding the number and kind of faculty salary recommendations stemming from various bodies, noting that the credibility of the recommendations might be seriously jeopardized in the eyes of the members of the State Legislature. The net effect could result in the Legislature ignoring all of the recommendations when considering faculty salary increases and making its own determination based simply on historical criteria. Dr. Olscamp stated that it is Western's position, and that of the Council of Presidents, that the seven-state salary survey is warranted and what is needed in the way of salary increases.

The question of the degree to which, historically, Council recommendations have had impact in regard to salaries was considered. It was Dr. Barnhart's opinion that the recommendations have had partial impact. Most recently, the CPE has been drawn into these discussions through the Senate study resolution.

Dr. Olscamp commented further on the calculations being made about salaries, stating that nowhere is mention made that faculty work hard, do a good job, and deserve a raise on the grounds of merit.

At the request of the President, Vice President Cole reviewed the analysis prepared by the Business Affairs Office of Governor Evans' recommended 1977-79 biennial budget.

Mr. Cole advised the Board that Governor Evans has recommended to the Legislature a \$52,986,314 biennial operating budget for Western Washington State College and \$4,505,200 in new capital funds in 1977-79. The proposed operating budget is a

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\$5,272,000 or 11.0 percent, increase over the current 1976-77 level of operations or "carry forward" basis, and a \$7,665,000 or 16.9 percent, increase in a 1975-77 to 1977-79 biennial comparison. The reason for this difference in percent increases is that the second year of the biennium operates at a higher expenditure level than the first year; therefore, maintenance of the current level expenditures portrays the true budget situation.

Mrs. Butterworth raised a question from Mr. Chin concerning the relationship of the "carry forward" costs to the amounts requested by Western. Vice President Cole responded that it is the difference between the current level of expenditures (1976-77) projected into the next biennium and the institutional request.

The matter of adequate compensation for health and other insurance protection for state employees was discussed, as was the Governor's proposal for a tuition and fees increase in the state colleges from \$507 per year to \$615 per year. Vice President Cole stated that the Governor's budget is based upon annual average enrollment estimates of 9,250 in 1977-78 and 9,500 in 1978-79. A variable feed-back "contract" enrollment procedure is included in this budget proposal, which would in effect guarantee funding at the level of enrollment for this year. Also, there are changes to the program structure itself and to the Student Services and Plant Maintenance and Operations formulas; instructional and Library formulas remain the same.

Mr. Cole referred to Dr. Olscamp's earlier remarks addressing three major areas of concern. In addition, he stated that the Governor's budget fails to speak adequately to funding for data processing, utilities, and state-supported research. Six new state-supported research projects, as distinguished from research that is part of the instructional program, were recommended for inclusion in Western's budget request. Of these, only one, the Canadian-American Studies Program, was included in the Governor's budget recommendation (the Aquatic Studies Program is ongoing).

Dr. Olscamp commented that each of the requested projects provides a special service to the state of Washington, in many cases for less cost to the state than if undertaken by private industry, and without duplication or conflict with the work of any other state agency or educational institution. In addition to the Canadian-American Studies Program and the Aquatic Studies Program, Western is requesting funding for a demographic research laboratory, a vehicle research institute, an underseas radiation technology center, a project to produce and publish a comprehensive atlas of the state of Washington, and a state climatologist.

President Olscamp advised the Board that some research projects presently being carried on by Western, such as the Demographic Center, may be dropped if state support is not forthcoming, but the state climatologist program is not one of these because of the additional benefits accruing to the institution in relation to that program.

Trustees expressed interest, from an amount standpoint, in the recommendations for Western as compared with the other four-year colleges and two universities in the state. It was Mr. Cole's opinion that, on a percentage basis looking at the total dollars, Western is in a better position for the most part. He noted that historically, there has been very little money for state-supported research grants to the state's colleges and universities.

Mr. Winston asked about the quality of these funds throughout the colleges and universities in the state. Dr. Olscamp pointed out that a significant research program is carried on at Western as part of the instructional program; there are approximately \$3.5 million in outside funding for various kinds of research at WWSC. Although not all are federally funded, most of this support is obtained primarily on the basis of proposals prepared by faculty and submitted to national granting agencies such as the National Institute for Education, National Science Foundation, etc. The Bureau for Faculty Research, directed by Mrs. Jane Clark in the Office of the Graduate Dean, coordinates these efforts.

Professor James Hildebrand, Chairperson, All-College Senate, addressed the Board concerning the Governor's recommended budget request for Western. He spoke to two items: 1) the disparate increase for community college tuition of 38 percent compared to 20 and 21 percent for the universities and four-year colleges; and 2) a serious concern that medical insurance costs for state employees will rise without a corresponding increase in state payment of costs, leaving some employees without medical insurance protection.

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Discussion followed in which Dr. Olscamp expressed uncertainty regarding alternative suggestions, noting that Dr. Barnhart, at his request, had been investigating a local Health Maintenance Organization, an option that does not appear feasible at this time. Mr. Winston suggested that faculty give consideration to establishing priorities. He stated that it is not likely that there will be full payment for medical/dental protection and a 17 percent increase in salaries as well. Priorities should be determined between those two and the Legislature clearly informed of the seriousness of the problem. Vice President Cole pointed out that monetary support for health insurance is a problem for all state employees and not just those in higher education.

Vice President Cole advised the Board that Western requested 14 capital projects totaling \$8,682,224 for funding in 1977-79, and the Governor has recommended funding in whole or in part for ten of these projects, totaling \$4,505,200 as follows:

#77-A, Shannon Point Consortium Housing	\$ 56,000 (056) planning
#77-1, Deferred Capital Equipment Old Main, Phase II Auditorium/Music	815,100 (065) all but computer terminals
#77-2, South Campus Fields and Grounds Improvements	2,188,000 (056) adds inflation factor
#77-4, Major Capital Improvements, Buildings, Miller Hall (planning) Edens Hall (planning)	147,500 (065) 173,400 (065)
#77-7, Minor Capital Improvements, Buildings and Grounds	319,600 (065)
#77-8, Fire and Physical Safety/Handicapped	331,000 (065)
#77-10, Preplanning	35,000 (065)
#77-11, Utilities and Energy Conservation	149,600 (065)
#77-12, Capital Improvements, Housing/Dining System	250,000 (252)
#77-13, Capital Improvements, Transportation/ Parking	40,000 (252)
TOTALS	<u>\$4,505,200</u>

Housing for Shannon Point (#77-A), although requested through Western, is a consortium project comprising the other state colleges and Skagit Valley, Edmonds, and Everett community colleges. Instead of funding the total project, only planning money has been recommended. Planning funds for the Physical Education/Recreation/Athletic Building Addition (#77-5) were denied as were all funds for Academic Equipment (#77-6) and Land Acquisition (#77-9). Funds for constructing the Consolidated Receiving, Shops, and Warehouse (#77-3) were not recommended even though the design phase was previously funded.

All other requested projects were fully funded with the exception of \$60,000 for computer terminals in the Old Main equipment project (#77-1).

Mr. Hanson asked Dr. Olscamp whether the Council of Presidents' recommendation regarding salaries addressed the question of health insurance. Dr. Olscamp replied that the COP salary recommendation did not, but that the Governor's office was informed of the COP's whole-hearted support of the Governor's recommendation for fully paid, mandatory health insurance for all state employees. Vice President Cole added that no mention of the health insurance plan was made in the Council for Postsecondary Education recommendations.

Mr. Hanson stated that he was in agreement that an adequate health insurance plan is a high-priority item for many faculty members, and at his suggestion Dr. Olscamp indicated that he would contact Dr. Talbot concerning inclusion of this item in his presentation at the CPE meeting on January 7.

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## ITEMS FROM THE BOARD

Mrs. Butterworth informed members of the Board that she had received a complimentary copy of AGB's (Association of Governing Boards of Universities and Colleges) Self-Study Guidelines and Criteria for Governing Boards, provided through the support of the Ford Foundation. The self-study materials represent the first effort of AGB in this area.

She recommended that members of the Board study the criteria particularly with a view to the orientation of new trustees and to consider the possibility of setting up a self-study procedure that could be used not only by the present Board but by future Boards also.

Mr. Winston agreed with Mrs. Butterworth that there was little in the way of orientation materials for new trustees and that guidelines could provide a basis for an annual review of the Board. He was in favor of some kind of action to initiate a self-study or evaluation process. Dr. Olscamp spoke in favor of a periodic evaluation of the Board by the Board, perhaps seeking outside advice, because of the information-gap phenomenon. He noted that there is a tendency among boards to deal only with material presented to them as agenda items, whereas boards need information also in related areas. He urged development of specific criteria, a separate set appropriate to the institution as opposed to more general procedures, and cautioned against the handicap of too stringent and narrow guidelines.

Commenting that he was not as sold on the idea as some of the other speakers, Mr. Hanson offered to review the material and prepare comments for discussion. He concurred with Mr. Winston in that some set of guidelines from the Board's standpoint would be helpful for new trustees.

## WWSU Board of Trustees' Handbook

Mr. Hanson proposed a change to the Handbook concerning evaluation of the president's performance, that would be in accord with the agreement made with President Olscamp at the time the position was offered to him. Mr. Hanson stated that when the Board adopted the Handbook earlier this year, he had overlooked this provision.

Mr. Hanson moved that the Western Washington State College Board of Trustees' Handbook, section 080.9, be amended as follows (new wording underlined):

Unless the Board determines an earlier review is necessary, an evaluation of the president's performance shall be made at the end of the fourth year and thereafter every third year of the president's appointment....

seconded by Mr. Winston, the motion passed unanimously.

## ITEMS FROM THE PRESIDENT

Dr. Olscamp referred to an article in the BELLINGHAM HERALD in which he had read that Mr. Ralph Munro had been appointed to Western's Board to fill out the remainder of Patrick Comfort's term of office. The President extended a welcome to Mr. Munro, stating that the appointment of Mr. Munro, a graduate of WWSU, should please alumni.

Dr. Olscamp introduced Mr. Thomas Anderson to the Board. He stated that Mr. Anderson is replacing Stephen Jamieson as Assistant Attorney General of the State of Washington and counsel to Western Washington State College, Skagit Valley College, and Whatcom Community College. Mrs. Butterworth welcomed Mr. Anderson, commenting that alumni should be pleased with his appointment as well, as Mr. Anderson is also a graduate of Western.

President Olscamp then called upon Vice President Cole to make an informational presentation of the Student Services, Physical Plant, and Library funding support formulas. Copies of handout materials were distributed to members of the Board. Dr. Olscamp was requested to have copies of the handouts mailed to Mr. Chin and Mr. Munro. In addition, it was requested that copies of the instructional formula material presented by Dr. Talbot at the December Board of Trustees' meeting be mailed to all Board members present.

Vice President McDonald next presented a review of athletics at WWSU, touching upon budget allocations for 1976-77, the intercollegiate athletic financial report for fiscal year 1975-76 as compiled by the Controller's Office of WWSU for distribution

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to members of the Board of Trustees, and a report of progress made in Title IX Self-Evaluation Recommendations in the Athletics area. Mary Robinson, Affirmative Action Officer, Dr. Margaret Aitken, Chairperson of the Physical Education Department, and Mr. Boyde Long, Athletic Director, assisted Vice President McDonald in the presentation of the athletic report. Copies of an "Athletic Information" handout were also distributed to members of the Board.

Mrs. Butterworth thanked the members of the staff for their informative and well-prepared presentations.

Dr. Olscamp introduced Mr. James A. Schwartz, new Director of the Public Information Office, noting that more than 100 applications were considered for the position.

President Olscamp recommended that the following professional leaves be approved:

Randall Babcock Geology	To complete a textbook on environmental geology, <i>The Abiding Earth</i> ; to complete a research project on geothermal geochemistry with the Department of Scientific and Industrial Research in New Zealand	2 quarters
Meredith Cary English	To continue background research for a study of Geraldine Jewsbury as a novelist of reform. This study requires the history of the novel to be revised, including giving even-handed attention to the contribution of men and women	1 qtr. 77-78 1 qtr. 78-79
Lawrence Hanson Art	To prepare and present new "Performance," "Installation" and "TV" art (avant-garde non-traditional art activities) in New York City	2 quarters
Peter Hovenier Education	To attend law school courses as further preparation for classes in law-related education	2 quarters
Edward Kaplan History	To take an intensive third-year Japanese language course as preparation for work in Kyoto with primary materials pertaining to the history of the Sung Dynasty	1 qtr. 77-78 1 qtr. 78-79
Robert Keller Fairhaven	To rewrite and publish an unfinished manuscript on 19th Century American Indian Policy; to continue research, in Washington, D.C., Minnesota and Arizona, on 19th and 20th Century Indian Affairs	3 quarters
William MacKay Counseling Center	To study with specialists in the Eastern U.S. and India for new skills and data for instructing graduate students in areas of vocational and rehabilitation counseling and improving cultural breadth	2 quarters
James O'Brien English	To continue work in Dublin on articles on <i>The Irish Short Story: 1920-1970</i>	1 quarter
Jerome Richard Fairhaven	To complete work on a novel	1 quarter
Harry Ritter History	To conduct research in libraries and archives in West Germany and Austria on the subject of political and cultural liberalism in Austria 1861-1919	3 quarters
John Reay Mathematics/ Computer Science	To participate in a project to develop an integrated graduate program in mathematical sciences. The work will be at Clemson University, So. Carolina	2 quarters

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Charles Ross Geology	To examine the causes of late Paleozoic faunal extinctions through the study of collections from several American museums and by doing field studies in North America	3 quarters
		Total <u>23</u> quarters

Leaves Recommended for 1978-79

Meredith Cary (see above)

Edward Kaplan (see above)

Ellis Krauss Political Science	To engage in research and editing activities related to a project on "Conflict and Conflict Resolution in Japan" at Stanford University	2 quarters
Gary Lampman Chemistry	To investigate use of organocobalt (III) complexes in organic synthesis, in the Department of Chemistry at University College, London	3 quarters
Alex Maksymowicz Physics/Astronomy	To continue research project using recent data from radioastronomy and gamma ray satellites to determine the structure of the galaxy	3 quarters
Robert Urso Art	To further develop characters and create situations for a comic strip; to expand Western's program in graphic humor	2 quarters
		Total <u>12</u> quarters

Mr. Hanson moved that the Board of Trustees approves the professional leaves as recommended; seconded by Mr. Winston. Discussion following the motion centered on a comparison of the percentage of faculty on professional leave from year to year and the possibility of an improvement in the percentage of faculty able to take sabbatical leaves in the future. Dr. Olscamp stated that approximately 3 percent of the faculty, a very low figure percentage-wise, are on sabbatical leave at any one time. The percentage has remained at this level for a number of years.

The motion was passed unanimously.

## PERSONNEL ACTIONS

President Olscamp recommended that the following personnel actions be approved:

Appointments

David E. Handy, Financial Planning Officer, effective January 5, 1977, twelve months basis

M.B.A., Northern Illinois University  
Base twelve months' salary: \$20,000

James A. Schwartz, Assistant Professor of Journalism, appointed Director of Public Information, effective January 3, 1977, twelve months appointment

Twelve Months' salary: \$19,644

Informational Items

Katherine Anderson, Lecturer in English, reappointment, Winter quarter 1977 (.167 FTE)

Salary (Winter quarter): \$2,400

David M. Berkey, Lecturer in Theatre/Dance, College of Fine and Performing Arts, Winter and Spring quarters 1977 (.5 FTE)

Salary (per quarter): \$2,036.66

Elbert C. Brainard, Lecturer, Huxley College, temporary adjunct appointment, Winter quarter 1977 only

Mr. Brainard is Director of Environmental Health, Bellingham and Whatcom County District Department of Public Health



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John Bremer, Lecturer in Education, reappointment Winter and Spring quarters 1977  
(.250 FTE)

Salary (Winter and Spring quarters): \$8,000

Raymond M. Burke, Lecturer in Geology, Winter and Spring quarters 1977  
B.A. (1968), M.S. (1972), Western Washington State College; Ph.D. in progress,  
University of Colorado

Salary: \$4,073 per quarter

Richard E. Clark, Special Part-Time Lecturer, College of Ethnic Studies/Human  
Services, Winter quarter 1977 (.25)

B.A. (1952), M.A. (1970), Western Washington State College; B.D., American  
Baptist Seminary of the West

Salary (Winter quarter): \$1,200

Brian P. Copenhaver, Associate Professor of General Studies (one-half time) and  
Director, Honors Program (one-half time), to be Director of Honors Program (one-  
half time) on 12 months basis

Mark Timothy Cristy, Lecturer in Biology, Winter quarter 1977 only, temporary part-  
time position

Salary: \$4,210

Barbara Davidson, Lecturer in Mathematics and Computer Science, Winter quarter  
1977 only, one-third time

Salary (Winter quarter): \$1,356

Judith A. Deiro, Special Part-Time Lecturer, College of Ethnic Studies/Human  
Services, Winter quarter 1977 (.25)

B.A., Oklahoma State University; M.A., University of Florida

Salary (Winter quarter): \$1,200

John P. Dempster, Lecturer in Psychology, reappointment, Winter quarter 1977,  
one-quarter time

Salary: \$1,400

John M. Geer, Lecturer in Education, change in appointment from .333 FTE to full  
time for Winter and Spring quarters 1977

Salary (Winter and Spring quarters): \$7,725.60

Roger N. Hammill, Assistant Professor of General Studies, change in appointment of  
.25 time for academic year 1976-77 to .387 for Winter quarter 1977 only

Robert Holz, Visiting Professor of Mathematics and Computer Science, reappointment,  
Winter quarter 1977, one-third time

Max R. Knittel, Lecturer in Physics/Astronomy, Winter and Spring quarters 1977  
(.25 FTE annual)

B.A. (1971), Western Washington State College

Salary (Winter and Spring quarters): \$3,372.50

Andre' K. Lehre', Lecturer in Geology, reappointment, temporary, Spring  
quarter 1977

Salary (Spring quarter): \$4,351.66

Clark R. Puckett, Lecturer in Economics, College of Business and Economics, reappoin-  
tment, Winter quarter 1977 (.285 FTE)

Salary (Winter quarter): \$3,740

J. Susan Robbins, Lecturer, Huxley College, reappointment, temporary, Winter quarter  
1977 (one seminar)

Salary: \$300

James A. Schwartz, resignation as Assistant Professor of Journalism, effective end  
of Fall quarter 1976, to accept appointment as Director of Public Information

Twelve months' salary: \$19,644

Janet L. Smith-Scott, Lecturer in Psychology, reappointment, Winter quarter 1977,  
one-quarter time

Salary: \$1,000

Marion J. Southcott, Lecturer in Home Economics, Winter quarter 1977, one-quarter time

Salary: \$1,100

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Michael P. Sweeney, Visiting Assistant Professor, Huxley College, Winter and Spring quarters 1977 (three-quarters time)

B.F.A. (Landscape Architecture), Utah State University; Master of Regional Planning, University of Massachusetts, Amherst

Salary: Basis of Step 8

Kenneth R. Weber, Lecturer, College of Ethnic Studies, Winter quarter 1977 (two-thirds time)

Salary (Winter quarter): \$3,516

Herbert Wong, Associate Professor, Huxley College, Winter and Spring quarters 1977 (.6667 FTE)

Ed.D., University of California, Berkeley

Salary (Winter and Spring quarters): Basis of Step 16.3

The following are adjunct appointments, Department of Education, Winter quarter 1977 only:

Paul Martin Batzle, Lecturer in Education (.050 FTE)

Thomas F. Bettis, Lecturer in Education (.081 FTE)

John Bremer, Lecturer in Education (.081 FTE)

Robert K. Ledford, Lecturer in Education (.075 FTE)

Richard T. Manion, Lecturer in Education (.081 FTE)

Judith L. Margrath, Lecturer in Education (.050 FTE)

James G. Roberts, Lecturer in Education (.081 FTE)

The following are reappointed affiliate faculty members, Department of Music, Winter and Spring quarters 1977 (part-time)

Brad Allison, area of trumpet

Philip A. Boltin, area of viola

Nicholas A. Bussard, area of oboe

Sharon Cragun, area of flute

Susan Lynn Erickson, area of voice

Mark G. Eubanks, area of woodwinds

David C. Forbes, area of brass and percussion

Ronald G. Johnson, area of percussion

Serge Kardalian, area of string

Carroll Lehman, area of voice

Phyllis C. McFall, area of flute

George N. Oram, area of brass

Mark C. Sanders, area of flute

H. Dennis Smith, area of brass

James B. Weaver, Jr., area of brass

#### Leaves of Absence

Gary Clevidence, Associate Professor, Fairhaven College, leave without pay, Winter and spring quarters 1977

Lee A. Dallas, Associate Professor of Education, leave without pay, Winter and Spring quarters 1977 (Teacher Corps/University of Guam)

Harold A. Goltz, College Planning Officer, leave without pay effective January 10, 1977 through the Regular Session of Washington State Legislature and (if necessary) through the First Extraordinary Session

John C. Whitmer, Professor of Chemistry, leave without pay, Spring quarter 1977 (to continue research at University of Trondheim, Norway)

#### Resignations, Termination of Appointment

George H. Abrams, Assistant Professor, College of Ethnic Studies, resignation effective end of Fall quarter 1976

Joanne Dierdorff, Lecturer in Theatre/Dance, College of Fine and Performing Arts, resignation effective end of Fall quarter 1976

Ronald LaJoy, Assistant Professor of Psychology, resignation effective end of Fall quarter 1976

Sandra S. Smiley, Associate Professor of Psychology, deceased December 2, 1976


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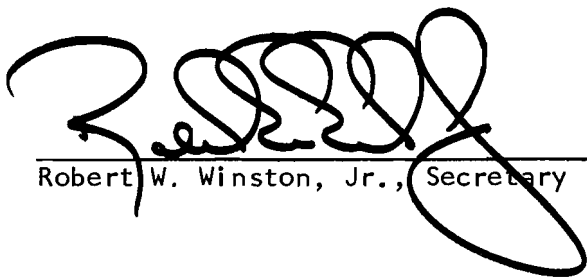
Mr. Winston moved that the recommended personnel actions be approved; seconded by Mr. Hanson, the motion passed unanimously.

At 4:25 p.m. Mrs. Butterworth announced that the meeting of the Board of Trustees would recess into executive session to consider labor relations matters and pending negotiations. The executive session ended at 4:55 p.m., at which time the meeting of the Board of Trustees was reconvened into regular session.

ADJOURNMENT

The meeting adjourned at 5:00 p.m.

  
Rita Jean Butterworth, Chairman

  
Robert W. Winston, Jr., Secretary