

9-19-1991

Board of Trustees Meeting Packet, September 19, 1991

Framingham State University

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BOARD OF TRUSTEES*

Framingham State College

Board Meeting

September 19, 1991 - 7:15 p.m.

1839 Room, D. Justin McCarthy College Center
Framingham, Massachusetts

AGENDA

1. Approval of Minutes - May 16, 1991 (Attachment I)
2. Report of the Chair
3. Report of the Task Forces
 - a. Budget (Attachment II)
 - b. Personnel (Attachment III)
 - c. Community Relations
 - d. College Relations
4. Report of the President
5. Other Business

* In keeping with Board of Trustees By-Laws

The Trustees may reserve one half hour at the end of the agenda of their regular meetings for public participation. Individuals seeking to speak to the Trustees shall so inform the President's Office in writing, setting forth the purposes for speaking, at least one week prior to the relevant meeting. Subject to the Chair's discretion, individuals will be permitted to speak to the Trustees and will be assigned time within the allotted half hour based on the time of receipt of request.

Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575

FAX (508) 626-4592

September 19, 1991

Access to Excellence

M E M O R A N D U M

The following Task Force meetings of the Framingham State College Board of Trustees will be held on Thursday, September 19, 1991.

Budget Task Force - 4:00 p.m.

1839 Room, Section B

D. Justin McCarthy College Center

(Trustees: Walker, Chair; Accomando; Cahners; Cheng;
Clasby; Fessenden; and Greenblatt, ex officio)

- AGENDA:
- a. Report on Trust Funds
 - b. Report on Fiscal Year 1992 Budget

Personnel Task Force - 4:15 p.m.

V.I.P. Room

D. Justin McCarthy College Center

(Trustees: Buckley, Chair; Hilgenkamp; Masterman;
Ploof; and Greenblatt, ex officio)

- AGENDA:
- a. Personnel Actions

Community Relations Task Force - 3:30 p.m.

1839 Room, Section B

D. Justin McCarthy College Center

(Trustees: Cahners, Chair; Cheng, Masterman,
and Walker)

- AGENDA:
- a. Framingham State College Foundation
 - b. Cushing Hospital
 - c. Development


College Relations Task Force - 3:30 p.m.

1839 Room, Section C

D. Justin McCarthy College Center

(Trustees: Accomando, Co-Chair; Ploof, Co-Chair;
Buckley; Fessenden; and Hilgenkamp)

- AGENDA:
- a. Department/Division/Program Visits
 - b. Classroom Visits
 - c. Activity and Event Involvement


—Paul F. Weller
President

PFW:amd

ATTACHMENT I

FRAMINGHAM STATE COLLEGE

BOARD OF TRUSTEES

September 19, 1991

Present: Trustees: Greenblatt, Chair; Buckley, Vice Chair; Accomando; Cahners; Cheng; Fessenden; Masterman; Walker; and President Weller.

Absent: Trustees Clasby; Hilgenkamp; and Ploof.

Chair Greenblatt called the meeting to order at 7:20 p.m.

* * * * *

On motion duly made and seconded, it was

VOTED: to approve the May 16, 1991 minutes.

* * * * *

Chair Greenblatt welcomed Framingham State College Foundation guests Judge James Sweeney, President, and Mr. Jack Haughey, Executive Director.

Trustee Cahners, member of the Framingham State College Foundation and Chair of the Community Relations Task Force, thanked Judge Sweeney and Mr. Haughey for their attendance and willingness to discuss fund raising efforts between the Framingham State College Foundation and the Community Relations Task Force.

Judge Sweeney expressed the importance that the Framingham State College Foundation and Framingham State College work together in fund raising efforts. To assist in these efforts, he was pleased to announce that the Framingham State College Foundation had retained the services and expertise of Dr. Christine Green.

Mr. Haughey reported that the members of the Foundation have been working aggressively over the past year restructuring and increasing the membership of the Board in an effort to provide additional funding help to the College. Mr. Haughey stated that the members of the Foundation are pleased to be working with the College, and look forward to continued progress and an increase in activities.

Chair Greenblatt and the members of the Board thanked Judge Sweeney and Mr. Haughey for their attendance and enthusiastic report.

Judge Sweeney and Mr. Haughey left the meeting.

Report of the Chair

Chair Greenblatt welcomed Trustees to the first meeting of the 1991-92 academic year. He stated that he has been appointed by the Governor to serve on the Commission on the Future of State and Community Colleges as a State College Trustee representative. At the first meeting, Governor Weld explained the mission of the Commission and asked that recommendations be made in the best interests of the State and the Colleges. At the September 16, 1991 meeting, Dr. Frank Newman, President of the Education Commission of the States, was the keynote speaker. Dr. Newman, who has been studying education trends and educational systems for many years, presented many challenging suggestions to the Commission.

Chair Greenblatt asked for the Report of the Task Forces. He noted that the College Relations Task Force did not meet.

Report of the Task Forces

Budget Task Force

Trustee Walker, Chair, Budget Task Force, read the Report of the Budget Task Force (Attachment A).

Personnel Task Force

Trustee Ploof, Member, Personnel Task Force, stated that the Personnel Task Force Members (Present: Trustees Masterman and Ploof) met at 4:15 p.m., today, September 19, 1991, to review and discuss Personnel Actions (Attachment B). Vice President for Academic Affairs Madeleine Adler, Vice President for Student Services Wendy Noyes, and Associate Vice President for Academic Affairs Michael Fiorentino, Jr. were present to discuss personnel related issues.

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: to approve Personnel Actions for Full-Time, Adjunct Faculty, Visiting Lecturer, Educational Leave, Retirement, and Corrections.

* * * * *

On motion duly made and seconded, it was

VOTED: to approve all 03 Appointments in the Division of Graduate and Continuing Education.

* * * * *

Community Relations Task Force

Trustee Cahners, Chair of the Community Relations Task Force, stated that the Community Relations Task Force members (Present: Trustees Cahners, Chair; Cheng; Masterman; and Walker) met at 3:30 p.m., today, September 19, 1991. Task Force members discussed ways in which the Community Relations Task Force can work together in a cooperative effort with the Alumni Affairs Office and College community. Upcoming plans include a McAuliffe Fashion Show featuring designs by Yolanda Enterprises, Inc.

Report of the President

Vice President for Student Services Wendy Noyes stated that three Orientation sessions were held on August 18-20, 21-22 and 25-27. The very successful three-day sessions were attended by 78% of new freshman and transfer students. Over 250 parents enjoyed informational sessions including academics, cultural diversity, aids and alcohol issues, etc.

Vice President Noyes stated that she and Vice President Adler co-chaired an Anti-Discrimination Task Force during the 1990-91 academic year. The Task Force met on a regular basis and has now completed its report which has been submitted to President Weller. Vice President Noyes stated that it is the belief of the Task Force members that the 38 recommendations contained in the report should be viewed as a community program. Special thanks to Task Force Members: Father Culloty, College Chaplain; Dr. Abha Ghosh, Center for Academic Support Activities; Mrs. Linda Anderson-Mercier, Director of Financial Aid; Mr. Ron Patterson, Assistant Director, College Center Operations; Mr. Brian Salvaggio, Director, Office of New Student Orientation; Mr. Dennis Polselli, Staff Assistant, Office of Residence Life; Mrs. Madelyn Good, Library; Ms. Alice Lindberg, Library; Professors Tom Eames, James Eng, Leslie Starobin; and Students Dawn Mays, Martha Hay, and Robert Shonbrun.

Vice President for Academic Affairs Madeleine Adler stated that recipients of the Second Annual Faculty Recognition Award joined Trustees for dinner this evening. Congratulations to Professors Jay Davis, Robert Donnell, Judy Flynn, Robert Grant, Helen Heineman, Miriam Levine, James Savas, and Phil Stanton for their dedication and commitment to Framingham State College.

Dr. Adler reported that the Offices of Academic Affairs and Student Services have been working together in a combined effort to implement a major new retention project/program.

Dr. Philip Doher, Dean of Admissions Services, stated that the area of admissions has become highly competitive during these difficult fiscal times. Transfer enrollments have increased and Adults Returning to College now represent 16% of the day school population. SAT scores for students attending Framingham State have increased over the National Average. Dr. Doher welcomed Mr. Dwayne Sparks, 1990 Framingham State College graduate, to the staff of the Admissions Office.

Dr. Dooher stated that he was very pleased to report that Framingham State College has been selected by the Massachusetts Corporation for Educational Telecommunications (MCET) to appear on live television. Following the telecast, the program will then be broadcast to individual high schools.

President Weller congratulated Dr. Robert Wallace on his election as President of the Framingham State College Professional Association for the 1991-92 academic year.

President Weller reported the following:

... The College has been working very hard toward development activities. The Framingham State College Foundation has been very supportive, with many activities planned. The College continues with plans to hire a Director of Development to assist in these efforts.

... The College has many good programs in progress.

Thanks to the assistance of Drs. Adler and Weiss, the McAuliffe Center has received an Eisenhower Grant in math sciences.

Through the assistance of Dr. Dolores Torti, Chair of the Nursing Department, the College has received a \$30,000 grant for an articulation program.

Special thanks to Dr. Michael Fiorentino and Mr. Walter Koroski for their continuing development and expansion of the excellent International Education, Inc. program.

The College has begun several cooperative programs with Community Colleges under the leadership of Dr. Adler.

The College is very grateful to Jeff Dejarlais, Director of the Drug/Alcohol Education Program, and Vice President Noyes for their continuing efforts in receiving grant monies and developing the Drug/Alcohol Program.

... The budget cuts over the past year have caused a decline in campus morale. The economic components of the collective bargaining contracts have not been funded, causing campus personnel to become frustrated and angry. The Presidents and Chancellors in the State System have dedicated themselves to work towards the funding of the economic package of the contracts, especially salary raises.

... Many changes have occurred with the signing of the Reorganization bill. The Board of Regents has been replaced by the Higher Education Coordinating Council (HECC), under the direction of Secretary Piedad Robertson. HECC has been charged with many responsibilities and studies including: financial aid, tuition and fees, tuition retention, funding formulas, an assessment of faculty productivity, a campus bench-mark study, etc. In addition, the Commission on the Future of State and Community Colleges was established, with recommendations to be completed by January, 1992.

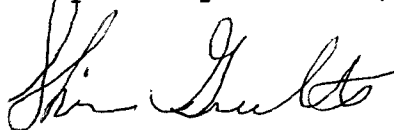
OTHER BUSINESS:

Trustee Accomando stated that he was pleased to be joining the Trustees again this year in his role as Student Trustee. He noted that Al Spittler, President, Student Government Association, along with other enthusiastic students, have been working over the summer months, and invited Trustees to unite with the Student Government Association in an effort to work together to preserve public higher education.

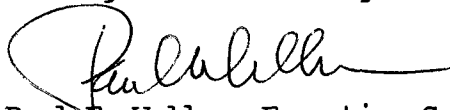
Trustee Lillian Buckley expressed concern with the deterioration of the College's Ecumenical Center. She stated that a Friends of Framingham State College Ecumenical Center group consisting of faculty, staff, students, alumni, and community members has been formed. Since the Ecumenical Center is listed on the National Register of Historical Landmarks, monies might be available to restore the Center. Dr. Buckley invited anyone interested to attend the next meeting scheduled for October 9th at 6:30 p.m. at the Alumni House.

The meeting adjourned at 9:00 p.m.

Respectfully submitted,



Sherwin Greenblatt, Chair
Framingham State College Board of Trustees



Paul F. Weller, Executive Secretary
Framingham State College Board of Trustees

FRAMINGHAM STATE COLLEGE

BUDGET TASK FORCE

September 19, 1991

The Budget Task Force met on Thursday, September 19, 1991 at 4:00 p.m. in the 1839 Room of the D. Justin McCarthy College Center at Framingham State College.

Trustees Present: Walker, Chair; Accomando; Cahners; Cheng and Clasby.

* * * * *

President Weller and Vice President Horrigan reported on the Fiscal Year 1992 Budget. President Weller will also discuss this matter during his report.

As you will recall, at the May meeting of the Board, the President was authorized to increase the Emergency Educational Services Fee based upon the final resolution of the State appropriation for the College. We are pleased to report that while the initial State appropriation was 16.3% below the Fiscal 1991 appropriation, it was not necessary to increase the Emergency Fee for students registered in the day programs. However, the Board of Regents increased Tuition by \$76.00 per student, and College Continuing Education fees were increased \$25.00 per course. The shortfall between the estimated revenues and the College budget is approximately \$61.00 per student and will be taken from College reserves.

In the material distributed to you this evening you will find charts (attachment A) summarizing Tuition and Fees for the current

(2)

academic year as well as a copy of "All About Tuition and Fees - Fall Semester 1991" (attachment B).

Vice President Horrigan also reported that earlier today the staff of the Higher Education Coordinating Council held an information session concerning the Fiscal Year 1992 "Management Performance Plan" (attachment C of the materials distributed this evening). These documents will be completed and forwarded to the Higher Education Coordinating Council.

* * * * *

The Task Force reviewed the Trust Fund report for Fiscal Year 1991. A copy of this report was enclosed as Attachment II in the materials distributed with the Board Agenda.

The staff also distributed Student Fee Reports issued by the Board of Regents (attachment B1). We are pleased to note that the annualized increase for all student fees at Framingham State College was the lowest percentage increase in the State College System. We are also pleased to note that when Tuition and Fees are combined, Framingham is lower than all but 3 of the State Colleges and lower than all of the Universities.

* * * * *

Vice President Horrigan reported on the Fiscal Year 1993 Budget process. The staff of the Higher Education Coordinating Council at a meeting earlier today discussed the process to be followed and announced that documents will be forwarded to the Colleges in the next week. The President will prepare the necessary information and submit the request to the Higher Education Coordinating Council in

(3)

accordance with their guidelines.

* * * * *

The Task Force reviewed the Financial Aid Audit for the period July 1, 1988 through June 30, 1990 (included in the materials distributed this evening (attachment E). Linda Anderson Mercier, Director of Financial Aid discussed this matter with us, and we are pleased to report that there were only minor procedural comments made by the auditor.

* * * * *

Vice President Horrigan reported that the Division of Capital Planning and Outlay (DCPO) and the Boston Edison Company have decided not to pursue the implementation of either an ENCORE Program or Energy Efficiency Partnership Project at Framingham State College. Instead, DCPO will pursue "Shared Savings" at the College as described in the materials distributed this evening (attachment F).

* * * * *

Vice President Horrigan also reported that during the summer months:

1. New windows were installed in Dwight Hall.
2. Renovations to the Registrar's Office and two classrooms in the library were completed.
3. Outside painting of the Campus Police Office and windows in Hemenway Hall, Hemenway Annex and Crocker Hall was completed.
4. Hurricane damage was estimated at \$36,000 and necessitated extensive repair to the lower end of the service road. It is anticipated that at least a portion of this amount will be

(4)

recovered from Federal Disaster relief funds.

5. Under the auspices of the Campus Beautification Committee a small park was completed as a memorial to Professor Thomas Haight of the Biology Department. A dedication ceremony will be held in October.
6. The greenhouse deck roof in Hemenway Annex was replaced.
7. Major energy saving renovations to the Dwight Hall mechanical room were made.
8. Emergency repairs to the hot water holding tank in Linsley Hall were completed.
9. Improvement to Campus landscaping was continued.

With both sadness and frustration Vice President Horrigan ended his report by telling us that, once again, the gym floor has developed significant problems which have made the floor unusable. Litigation on the first new installation of the floor is still active.

FRAMINGHAM STATE COLLEGE
TRUST FUNDS FY1991
4TH QUARTER REPORT
JULY 1, 1990 THRU JUNE 30, 1991

NAME	-----YEAR TO DATE-----		-----1ST QUARTER-----		-----2ND QUARTER-----		-----3RD QUARTER-----		-----4TH QUARTER-----	
	INCOME	EXPENSES	INCOME	EXPENSES	INCOME	EXPENSES	INCOME	EXPENSES	INCOME	EXPENSES
ARTS AND HUMANITIES										
BUDGETED INCOME/EXPENSE	47,000.00	42,000.00								
ACTUAL INCOME/EXPENSE	48,453.83	47,452.02	18,084.35	2,835.65	9,989.56	21,637.93	17,560.06	8,550.18	2,819.86	14,428.26
BALANCE	(1,453.83)	(5,452.02)								
% ACTUAL OF BUDGETED	103.09	112.98								
ATHLETICS										
BUDGETED INCOME/EXPENSE	424,800.00	424,493.00								
ACTUAL INCOME/EXPENSE	457,434.18	445,791.95	202,107.71	93,251.42	28,141.30	155,817.53	194,642.29	115,773.36	32,542.88	80,949.64
BALANCE	(32,634.18)	(21,298.95)								
% ACTUAL OF BUDGETED	107.68	105.02								
BETSY HARTER MEMORIAL FUND										
BUDGETED INCOME/EXPENSE	1,600.00	1,600.00								
ACTUAL INCOME/EXPENSE	701.27	1,250.00	14.61	0.00	336.19	0.00	20.64	626.00	329.83	624.00
BALANCE	898.73	350.00								
% ACTUAL OF BUDGETED	43.83	78.13								
CAMPUS POLICE										
BUDGETED INCOME/EXPENSE	19,500.00	19,500.00								
ACTUAL INCOME/EXPENSE	31,514.02	31,691.22	13,866.78	4,586.72	11,598.84	15,189.37	5,977.46	11,599.87	70.94	315.26
BALANCE	(12,014.02)	(12,191.22)								
% ACTUAL OF BUDGETED	161.61	162.52								
CATHERINE FULLER SCHOLARSHIP										
BUDGETED INCOME/EXPENSE	2,500.00	2,500.00								
ACTUAL INCOME/EXPENSE	2,255.33	2,500.00	611.36	0.00	614.21	0.00	556.08	250.00	473.68	2,250.00
BALANCE	244.67	0.00								
% ACTUAL OF BUDGETED	90.21	100.00								
CHILD CARE CENTER										
BUDGETED INCOME/EXPENSE	67,505.91	67,505.91								
ACTUAL INCOME/EXPENSE	76,250.56	75,456.28	21,782.02	8,419.98	18,536.35	23,638.02	15,331.28	18,864.37	20,600.91	24,533.91
BALANCE	(8,744.65)	(7,950.37)								
% ACTUAL OF BUDGETED	112.95	111.78								

September 19, 1991

Page 1 of 5

PERSONNEL ACTIONSFULL-TIME TENURE TRACK

Farina, Louis J.	Assistant Professor Economic/Bus. Admin.	Effective: 09/01/91 Salary: \$40,000.48
Kelly, Elizabeth F.	Assistant Professor Communication Arts	Effective: 09/01/91 Salary: \$29,500.12

FULL-TIME APPOINTMENTS

Dolin, Debra J.	Staff Assistant/ Residence Director	Effective: 08/18/91 Salary: \$15,500.16
Green, Gorgette Y.	Staff Assistant/ Residence Director	Effective: 08/04/91 Salary: \$15,500.16
Howes, Linda	Director Child Care Center (10 month position)	Effective: 08/25/91 Salary: \$29,547.44 Annually
Marsh, Lisa J.	Assistant Director College Center/Student Activities	Effective: 08/18/91 Salary: \$28,000.44
Quinn, Kathleen	Asst. Athletic Director (10 month position)	Effective: 08/04/91 - 06/06/92 Salary: \$21,824.40 Annually
Sparks, Dwayne D.	Admissions Counselor Admissions Services	Effective: 09/03/91 Salary: \$22,000.16

FULL-TIME TEMPORARY

Cooper, Lois B.	Instructor Mathematics	Effective: 09/01/91 - 01/25/92 Salary: \$23,000.12
Dantas, Antonio	Associate Professor Economic/Bus. Admin.	Effective: 09/01/91 - 01/25/92 Salary: \$39,301.08
Dargan, Susan	Instructor Sociology	Effective: 09/01/91 - 01/25/92 Salary: \$23,000.12

DeVasto, Carl	Assistant Professor English	Effective: 09/01/91 - 01/25/92 Salary: \$29,000.40
Findell, Bradford	Instructor Mathematics	Effective: 09/01/91 - 01/25/92 Salary: \$24,000.08
Foster, Irene	Instructor Home Economics	Effective: 09/01/91 - 01/25/92 Salary: \$23,000.12
Gresens, Susan	Assistant Professor Biology	Effective: 09/01/91 - 01/25/92 Salary: \$29,200.08
John, P.M.	Assistant Professor Philosophy	Effective: 09/01/91 - 01/25/92 Salary: \$32,850.48
Killory, J.F.	Assistant Professor Psychology	Effective: 09/01/91 - 01/25/92 Salary: \$31,100.16
Li, Xiaohong	Assistant Professor Communication Arts	Effective: 09/01/91 - 01/25/92 Salary: \$29,000.40
McCarthy, Desmond	Assistant Professor English	Effective: 09/01/91 - 01/25/92 Salary: \$29,000.40
McCaul, Joseph	Instructor Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$23,390.64
Melie, Edith	Assistant Professor Home Economics	Effective: 09/01/91 - 01/25/92 Salary: \$35,000.16
Milot, Barbara C.	Assistant Professor Art Department	Effective: 09/01/91 - 01/25/92 Salary: \$30,400.24
Ouellet, Alvin	Assistant Professor Art Department	Effective: 09/1/91 - 01/25/92 Salary: \$29,000.40
Scandrett, Julia	Assistant Professor English	Effective: 09/01/91 - 01/25/92 Salary: \$29,000.40
Speros, Jonathan	Instructor Economics/Bus. Admin.	Effective: 09/01/91 - 01/25/92 Salary: \$27,000.48
Whitman, Betsey	Associate Professor Mathematics	Effective: 09/01/91 - 01/25/92 Salary: \$41,050.36

ADJUNCT FACULTY

Kim, Hie-Joon	Adjunct Professor Chemistry	Effective: 09/01/91
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VISITING LECTURERS

Abelli, Linda	Computer Science VL/TA	Effective: 09/01/91 - 01/25/92 Salary: \$4800.00
Babu, Devanayagam	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Baiano, Deborah	Sociology	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
Barroll, Martin	Sociology	Effective: 09/01/91 - 01/25/92 Salary: \$1600.00
Bell, Diane	Home Economics	Effective: 09/01/91 - 01/25/92 Salary: \$1600.00
Berkeley, Christopher	History/Politics	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
Brauner, Phyllis	Chemistry	Effective: 09/01/91 - 01/25/92 Salary: \$4400.00
Breuning, Cornelia	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
Clemente, Paul	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Cline, Tami	Home Economics	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Culloty, John	Philosophy	Effective: 09/01/91 - 05/31/92 Salary: \$1066.00 Annually
Cunningham, Richard	English	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Dumas, Thomas	Economics/Bus. Admin.	Effective: 09/01/91 - 01/25/92 Salary: \$4800.00
Ferrin, Mark	Philosophy	Effective: 09/01/91 - 05/31/92 Salary: \$1066.00 Annually
Garr, William	Education	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Goodman, Leon	Economics/Business Adm.	Effective: 09/01/91 - 01/25/92 Salary: \$1600.00
Hannigan, Joseph	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00

Hill, Irene	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$2400.00
Howland, John	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Horton, Marjorie	English	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Keats, Maxine	English	Effective: 09/01/91 - 01/25/92 Salary: \$3200.00
Kendall-Tackett, Kathleen	Psychology	Effective: 09/01/91 - 01/25/92 Salary: \$3200.00
Kim, Young	Chemistry	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
Khunder, Nasreen	Economic/Business Adm.	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
LaChance, Leslie	Communication Arts	Effective : 09/01/91 - 01/25/92 Salary: \$1600.00
Lawless, Lucille	Sociology	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
McCargar, Larry	Philosophy	Effective: 09/01/91 - 01/25/92 Salary: \$3200.00
Muskopt, Theresa	Home Economics	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
Pantazis, Ann	Home Economics	Effective: 09/01/91 - 01/25/92 Salary: \$1600.00
Scherr, Robert	Philosophy	Effective: 09/01/91 - 01/25/92 Salary: \$1066.00 Annually
Sullivan, Eileen	Education	Effective: 09/01/91 - 01/25/92 Salary: \$4400.00
TePaske, Derrick	Communication Arts	Effective: 09/01/91 - 01/25/92 Salary: \$5866.00
Tucker, Ann	Art (Slide Librarian)	Effective: 09/01/91 - 01/25/92 Salary: \$2800.00
Wu, Alan	Computer Science	Effective: 09/01/91 - 01/25/92 Salary: \$2933.00
Zimmerman, Ellen	Sociology	Effective: 09/01/91 - 01/25/92 Salary: \$3200.00

September 19, 1991

Personnel Action Summary
New Full-Time Appointments

	<u>Male</u>	<u>Female</u>
White	<u>1</u>	<u>5</u>
Black	<u>1</u>	<u>1</u>
Hispanic	<u> </u>	<u> </u>
Asian or Pacific Islander	<u> </u>	<u> </u>
American Indian or Alaskan Native	<u> </u>	<u> </u>
Handicapped	<u> </u>	<u> </u>
Other	<u> </u>	<u> </u>

Full-Time Appointments (Temporary)

	<u>Male</u>	<u>Female</u>
White	<u>7</u>	<u>7</u>
Black	<u> </u>	<u>1</u>
Hispanic	<u> </u>	<u> </u>
Asian or Pacific Islander	<u>1</u>	<u>1</u>
American Indian or Alaskan Native	<u> </u>	<u> </u>
Handicapped	<u> </u>	<u> </u>
Other	<u>1</u>	<u> </u>

PERSONNEL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Instructor		Department	Rank	Total Compensation
Aieta	Mr. Joseph	Philosophy	Visiting Instructor	\$2,268.00
Amazeen	Mrs. Beverly	Psychology	Visiting Assistant Professor	\$2,600.00
Ambacher	Dr. John R.	Pol. Sci.	Visiting Professor	\$2,868.00
Ambrose	Ms. Elaine	Mathematics	Visiting Instructor	\$2,268.00
Avola	Mr. Dennis P.	Economics	Visiting Instructor	\$2,468.00
Baiano	Ms. Deborah	Sociology	Visiting Instructor	\$2,268.00
Baiano	Ms. Deborah	Sociology	Visiting Instructor	\$2,268.00
Baker	Mr. Jeffrey	Comm. Arts	Visiting Associate Professor	\$2,736.00
Barklow	Dr. William	Biology	Visiting Associate Professor	\$4,004.00
Barr	Dr. Joseph E.	Economics	Visiting Professor	\$2,868.00
Bell	Dr. Diane P.	Home Economics	Visiting Instructor	\$2,268.00
Berkeley	Mr. Christopher	History	Visiting Instructor	\$2,468.00
Berkowitz	Mrs. Rita L	Art	Visiting Instructor	\$2,268.00
Bhat	Mr. Prabhakara	Computer Science	Visiting Instructor	\$2,268.00
Bloomquist	Dr. Douglas	Psychology	Visiting Professor	\$2,868.00
Bosse	Dr. E. Peter	Economics	Visiting Associate Professor	\$2,536.00
Breuning	Ms. Cornelia	Computer Science	Visiting Instructor	\$2,468.00
Broadcorens	Dr. Joan	Home Economics	Visiting Professor	\$2,868.00
Burgess	Ms. Susan	English	Visiting Instructor	\$2,468.00
Burke	Sen. Edward L.	Allied Health	Visiting Professor	\$2,868.00
Chartier	Dr. Richard	English	Visiting Professor	\$2,868.00
Chaves	Dr. Arthur	Interdisciplinary	Visiting Professor	\$2,668.00
Chen	Mr. Robert	Economics	Visiting Instructor	\$2,268.00
Coburn	Mr. John	Economics	Visiting Instructor	\$2,468.00
Costello	Dr. David	Allied Health	Visiting Instructor	\$2,468.00
Crawford	Mr. Roger	Economics	Visiting Instructor	\$2,268.00
Crawford	Mr. Roger S.	Economics	Visiting Instructor	\$2,268.00
Cunningham	Dr. Malcolm	Modern Languages	Visiting Associate Professor	\$2,736.00
Cunningham	Mr. Richard	English	Visiting Assistant Professor	\$2,600.00
Dailey	Mrs. Ann M.	Comm. Arts	Visiting Assistant Professor	\$2,600.00
Dallin	Mr. Lawrence H.	Economics	Visiting Instructor	\$2,268.00
Dantas	Dr. Antonio	Economics	Visiting Associate Professor	\$2,536.00
Dargan	Ms. Susan	Sociology	Visiting Instructor	\$2,268.00
Davis	Ms. Francis	Chemistry	Visiting Instructor	\$3,602.00
Devine	Mr. Walter	Education	Visiting Assistant Professor	\$2,600.00
Dittami	Dr. Peter	Education	Visiting Instructor	\$2,468.00
Dobrynina	Mrs. Galina	Mathematics	Visiting Instructor	\$2,268.00
Doyle-Burke	Ms. Christine	Economics	Visiting Assistant Professor	\$2,600.00
Dumas	Mr. Thomas J.	Economics	Visiting Instructor	\$2,468.00
Dwinell	Mr. Roland	Economics	Visiting Assistant Professor	\$2,600.00
Dworman	Mr. Barry J.	Mathematics	Visiting Instructor	\$2,468.00
Dyer-Cole	Dr. Pauline	Psychology	Visiting Assistant Professor	\$2,600.00
Eastman	Dr. Jennifer	Economics	Visiting Professor	\$2,668.00
Egan	Mr. Brendan	Allied Health	Visiting Instructor	\$2,468.00
Egan	Mr. James	Art	Visiting Professor	\$2,868.00
Fand	Mr. Paul	Economics	Visiting Assistant Professor	\$2,600.00
Fitzpatrick	Dr. Teresa	Psychology	Visiting Assistant Professor	\$2,400.00

PERSONNEL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Instructor	Department	Rank	Total Compensation
Fitzpatrick Dr. Theresa	Psychology	Visiting Assistant Professor	\$2,400.00
Flaherty Mr. Michael S.	Economics	Visiting Instructor	\$2,268.00
Flynn Dr. Leonard	Psychology	Visiting Professor	\$2,868.00
Freed Mr. Alan	Economics	Visiting Instructor	\$2,468.00
Garabedian Dr. Charles	Mathematics	Visiting Associate Professor	\$2,736.00
Gaudet Mr. Joseph	Mathematics	Visiting Instructor	\$2,468.00
Giragosian Ms. Patricia	English	Visiting Instructor	\$2,268.00
Good Dr. Arnold	Mathematics	Visiting Professor	\$2,868.00
Goodman Mr. Leon	Economics	Visiting Assistant Professor	\$2,600.00
Gordon Mrs. Audrey L.	Education	Visiting Assistant Professor	\$2,600.00
Grozier Dr. Richard	History	Visiting Professor	\$2,668.00
Haggerty Mr. Paul	Economics	Visiting Instructor	\$2,268.00
Hannigan Mr. Joseph	Mathematics	Visiting Instructor	\$2,468.00
Harper Ms. Diane	English	Visiting Instructor	\$2,268.00
Harrington Dr. Joseph	History	Visiting Professor	\$2,668.00
Harrington Dr. Joseph	History	Visiting Professor	\$2,668.00
Horn Dr. Bernard	English	Visiting Associate Professor	\$2,736.00
Horton Mrs. Marjorie	English	Visiting Assistant Professor	\$2,600.00
Horton Mrs. Marjorie C.	English	Visiting Assistant Professor	\$2,600.00
Hritz Dr. Simeon	Economics	Visiting Assistant Professor	\$2,400.00
Hugh Dr. Sigmund	Psychology	Visiting Instructor	\$2,268.00
Hussain Mr. Zahid	Economics	Visiting Instructor	\$2,268.00
Hylander Dr. Gary	History	Visiting Assistant Professor	\$2,600.00
Jarnis Dr. George	Pol. Sci.	Visiting Professor	\$2,868.00
John Dr. P.M.	Philosophy	Visiting Assistant Professor	\$2,600.00
Julia Dr. Harry	Psychology	Visiting Professor	\$2,868.00
Kiess Dr. Harold	Psychology	Visiting Professor	\$2,868.00
Kim Dr. Hie-Joon	Chemistry	Visiting Instructor	\$3,402.00
Klar Dr. Walter H.	Education	Visiting Professor	\$2,868.00
Klepadlo Mr. John	Comm Arts	Visiting Instructor	\$2,268.00
Koshy Mrs. Grace	Computer Science	Visiting Assistant Professor	\$2,600.00
Koshy Dr. Tom	Mathematics	Visiting Professor	\$2,868.00
Kozikowski Dr. Stanley	English	Visiting Instructor	\$2,468.00
Krier Dr. Donald	Economics	Visiting Professor	\$2,868.00
LaChance Ms. Leslie	Comm. Arts	Visiting Instructor	\$2,268.00
Lawless Lucille	Sociology	Visiting Instructor	\$2,268.00
Lawless Ms. Lucille	Sociology	Visiting Instructor	\$2,268.00
LeBlanc Dr. Rene	Biology	Visiting Professor	\$2,868.00
LeBlanc Dr. Rene	Biology	Visiting Professor	\$2,868.00
Leary Dr. Janice	Psychology	Visiting Instructor	\$2,268.00
LeSage Mr. Randy	Art	Visiting Instructor	\$2,468.00
Levine Dr. Miriam	English	Visiting Assistant Professor	\$2,400.00
Lidback Dr. Margaret	Earth Science	Visiting Associate Professor	\$2,736.00
Linkow Mr. William	Mathematics	Visiting Instructor	\$2,268.00
Lloyd Mr. Thomas	Economics	Visiting Instructor	\$2,468.00
Louis Dr. Rita	History	Visiting Professor	\$2,668.00
Low Dr. Lorraine	Psychology	Visiting Professor	\$2,668.00

PERSONNEL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Instructor		Department	Rank	Total Compensation
Ludemann	Dr. Pamela M.	Psychology	Visiting Assistant Professor	\$2,400.00
Luoto	Mrs. Patricia	Home Economics	Visiting Assistant Professor	\$2,400.00
MacRitchie	Mr. Donald	Economics	Visiting Assistant Professor	\$2,600.00
Marsh	Ms. Rosemarie	Psychology	Visiting Instructor	\$2,268.00
McCargar	Dr. Larry D.	Philosophy	Visiting Assistant Professor	\$2,600.00
McCaul	Mr. Joseph	Mathematics	Visiting Instructor	\$2,468.00
McConarty	Mr. Peter	Education	Visiting Associate Professor	\$2,736.00
McGann	Ms. Patricia	Sociology	Visiting Instructor	\$2,268.00
McMullen	Mr. William	Education	Visiting Instructor	\$2,268.00
Meaney	Ms. Martha	Economics	Visiting Assistant Professor	\$2,400.00
Melancon	Ms. Ruthann	Education	Visiting Instructor	\$2,468.00
Merson	Mr. Raymond	History	Visiting Assistant Professor	\$2,600.00
Messina	Ms. Marianne	English	Visiting Assistant Professor	\$2,600.00
Messina	Ms. Marianne	English	Visiting Assistant Professor	\$2,600.00
Milaszewski	Dr. Richard F.	Chemistry	Visiting Professor	\$4,202.00
Murphy	Dr. Mary E.	English	Visiting Associate Professor	\$2,736.00
Murray	Dr. John T.	Physical Science	Visiting Professor	\$2,868.00
Najjar	Dr. Yaser	Geography	Visiting Associate Professor	\$2,736.00
Nutting	Dr. P. Bradley	History	Visiting Professor	\$2,868.00
Palley	Mr. James	Computer Science	Visiting Instructor	\$2,468.00
Pardo	Fr. Francis	English	Visiting Instructor	\$2,468.00
Parsons	Mr. Thomas	Home Economics	Visiting Assistant Professor	\$2,600.00
Placentino	Dr. Savino	Education	Visiting Associate Professor	\$2,536.00
Quintiliani	Dr. Carmen	Education	Visiting Professor	\$2,868.00
Ramsdell	Dr. Robert D.	Philosophy	Visiting Professor	\$2,668.00
Rogers	Dr. Mary	Economics	Visiting Assistant Professor	\$2,400.00
Rossetti	Mr. Alfred D.	Mathematics	Visiting Instructor	\$2,468.00
Scandrett	Dr. Julia	English	Visiting Assistant Professor	\$2,600.00
Seiden	Dr. Mark	English	Visiting Professor	\$2,868.00
Shoreman	Dr. Daniel	Education	Visiting Instructor	\$2,468.00
Signes	Mr. Richard	Modn Languages	Visiting Assistant Professor	\$2,600.00
Sugar	Mr. Robert	Allied Health	Visiting Instructor	\$2,468.00
Sullivan	Mr. Gene E.	Art	Visiting Professor	\$2,868.00
Svitila	Mr. George P.	Economics	Visiting Instructor	\$2,468.00
Symington	Dr. Lawrence E.	Psychology	Visiting Associate Professor	\$2,736.00
Toohy	Dr. Peter L.	Education	Visiting Professor	\$2,868.00
Towle	Mr. Lawrence E.	Economics	Visiting Instructor	\$2,468.00
Tucker	Ms. Francis	Allied Health	Visiting Assistant Professor	\$2,600.00
Vitali	Mr. Michael P.	Economics	Visiting Instructor	\$2,468.00
Wallace	Dr. Robert	Economics	Visiting Professor	\$2,868.00
Westerman	Dr. Barrie	Psychology	Visiting Associate Professor	\$2,736.00
White	Dr. Charles	Economics	Visiting Associate Professor	\$2,736.00
White	Mr. Michael	Geography	Visiting Assistant Professor	\$2,600.00
Whitman	Dr. Betsy S.	Mathematics	Visiting Associate Professor	\$2,536.00
Wilton	Dr. Miriam	Psychology	Visiting Professor	\$2,668.00
Wolfe	Ms. Emily R.	Home Economics	Visiting Instructor	\$2,268.00
Wronka	Mr. Joseph	Psychology	Visiting Instructor	\$2,468.00

PERSONNEL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Instructor		Department	Rank	Total Compensation
Wu	Mr. Alan	Computer Science	Visiting Instructor	\$2,268.00
Wutzel	Mrs. Sherry	Economics	Visiting Instructor	\$2,268.00
Yosca	Mr. Robert T.	Mathematics	Visiting Assistant Professor	\$2,600.00
Zall	Mr. William M.	Economics	Visiting Instructor	\$2,268.00
Zimmerman	Dr. Ellen K	Sociology	Visiting Instructor	\$2,268.00
TOTAL COMPENSATION				\$376,574.00

PERSONAL ACTIONS
OFFICE OF GRADUATE AND CONTINUING EDUCATION

ADDENDUM
-03 APPOINTMENTS

Instructor	Department	Rank	Total Compensation
Burnett	Dr. Katherine	Economics	V. Assitant Professor \$2,400.00

FRAMINGHAM UNION HOSPITAL
CONTRACT COURSES

Cone	Dr. Donna	Psychology	Visiting Instructor	\$2,268.00
Hayes	Mrs. A Dorothy	Chemistry	V. Assoc. Professor	\$5,072.00
LeBlanc	Rev. Francis	Philosophy	Visiting Instructor	\$2,468.00
Mager	Dr. Milton	Biology	Visiting Professor	\$1,784.00
Previte	Dr. Joseph	Biology	Visiting Professor	\$4,202.00
			TOTAL	----- \$18,194.00
			PREVIOUS 03 APPOINTMENTS	\$376,574.00
			TOTAL COMPENSATION	----- \$394,768.00