

5-16-1996

Board of Trustees Meeting Packet, May 16, 1996

Framingham State University

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Framingham State College

Board of Trustees

September 19, 1996

Present: Trustees: Lepore, Chair; Wiggin, Vice Chair; Coyle; Duffy; Johnson; Weinroth; and President Kieft.

Absent: Trustees: Buckley; Flaherty; Gadbois; Greenblatt; and Larrabee.

CHAIRMAN'S REPORT:

Chair Lepore called the meeting to order at 7:15 p.m.

Chair Lepore expressed his appreciation to Clerk Magistrate of Framingham District Court Anthony Colonna for arranging his schedule to join members of the Board to officially swear into office President Kieft and new and reappointed Trustees.

Chair Lepore congratulated and welcomed President Kieft to the first scheduled meeting of the Board for the 1996-97 academic year. He thanked and acknowledged Dr. Helen Heineman for her proficient leadership while serving the College as Interim President. Chair Lepore congratulated Brent Larrabee and Morgan Duffy on their recent appointments as Trustees and welcomed them to the Board.

Chair Lepore stated that Board of Higher Education Chair James Carlin and Chancellor Stanley Koplik met with Trustee Board Chairs on June 18, 1996 at Worcester State College. The meeting was very productive, and included discussion related to new directions in education, with emphasis placed on the need to enhance efficiency in a number of areas.

On Tuesday, September 17, 1996, the Board of Higher Education held their meeting at Framingham State College. In recognition of the continuing efforts of the Trustees and College administration to reduce fees, Dr. Kieft was honored and presented with the following resolution signed by Board of Higher Education Chair James F. Carlin and Chancellor Stanley Z. Koplik:

.....

Whereas: Framingham State College was founded over one hundred and fifty years ago as the first state-supported teacher training school; and

Whereas: Framingham State College has as its mission to offer a dynamic and affordable program of educational excellence to its most important constituency, its students; and

Whereas: In January, 1996, recognizing its commitment to provide citizens of the Commonwealth with an opportunity for an affordable public higher education, the Board of Higher Education approved a five percent reduction in tuition at the State Colleges for the 1996-97 academic year and further, called upon the Boards of Trustees to reduce their campus fees in a similar manner; and

Whereas: Framingham State College is the only one of the twenty-nine public campuses in the Massachusetts system of public higher education that responded immediately to the Board of Higher Education's request and has reduced its student fees for both semesters of the 1996-97 academic year;

NOW THEREFORE BE IT RESOLVED: That the Board of Higher Education expresses its sincere congratulations and appreciation to Framingham State College and its Board of Trustees for their commitment to ensuring that students have access to a quality education by reducing their student charges; and further, the Board of Higher Education extends its best wishes to the Framingham State College community of students, faculty and staff for a rewarding, productive and enjoyable academic year.

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Chair Lepore stated that meetings and discussions are ongoing to secure a new Physical Fitness Facility. To date, the study for the facility which was submitted to the Division of Capital Planning and Outlay, has been certified and forwarded to the designer selection board. The process has been lengthy and extensive, however, with the process now at the designer selection board, Trustees and College administrators remain very optimistic about securing approval for the facility.

APPROVAL OF THE MINUTES:

* * * * *

On motion duly made and seconded, it was

VOTED: Unanimously, to approve the May 16, 1996 minutes, as presented.

* * * * *

PRESIDENT'S REPORT:

President Kieft stated that he was proud and honored to receive the Board of Higher Education's resolution at their meeting held at Framingham State College on September 17, 1996. The Resolution will be placed on display in the case located in the Dwight Hall foyer area for students and visitors to view. Also at the Board of Higher Education meeting, Framingham State College received funding approval in the amount of \$190,000 for a Performance Improvement Program Grant entitled "Campus Security/Public Safety/Policing Partnership Agreement.

President Kieft reported the following:

- ... A Partnership Agreement between the Alumni Association and Framingham State College for Enhancing Alumni Relations and Activity in Support of the College was signed today, September 19, 1996, and will be reported on later this evening. President Kieft complimented Marilyn Foley and members of the Alumni Association's Executive Board for their efforts in reaching the resolution.

- ... President Kieft expressed his appreciation to Associate Vice President for Academic Affairs Art Doyle, and the many members of the faculty and administration for their outstanding work in preparing the institutional progress report submitted to the New England Association of Schools and Colleges (NEASC) on August 15, 1996. Following the submission of the self-study report and the site visit in the Spring of 1994, Framingham State College received a favorable evaluation from the NEASC Evaluation Team, and the College was successfully reaccredited. The NEASC's final report raised the following issues that needed to be addressed by the College:
 - . implementation of the new mission statement;
 - . implementation of a comprehensive planning process;
 - . establishment of mechanisms for assessing institutional effectiveness in meeting its stated objectives; and
 - . the establishment of a new general education requirement consistent with the institution's mission and Commission standards.

In addition, the report expressed a need for the College to increase support for graduate programming, as well as to demonstrate success in long-range planning for the library and the level of library acquisitions.

- ... The new General Education planning process has received approval from the governance committees, with implementation scheduled for the Fall of 1997.

- ... In an effort to reduce administrative costs and enhance efficiency, the College has discontinued relations with the Chapter 1 Computer Cooperative Center (C4).

- ... The academic program areas and professional centers continue to be very busy with many exciting and interesting activities underway. The MetroWest Economic Research Center (MERC), under the direction of Professor Maureen Dunne, will be hosting a major "MetroWest at Mid-Decade: An Economic Update" Conference at Framingham State on Tuesday, September 24, 1996.

... More than 60 area businesses participated in the first of a planned series of part-time "Job Fairs" sponsored by the Career Services Office on September 5, 1996. The event was so well received and overwhelmingly successful that a waiting list of employers has been compiled for future fairs.

Thanks to the assistance of Director Jackie Sproul, the Office of Career Services has completed and published the Annual Alumni Survey for the Class of 1995. The survey results are very positive, reflecting ninety-one percent of the alumni who responded as strongly agreed/agreed that their educational experience at Framingham State College gave them the opportunity to develop necessary job-related skills, including communication skills, organization, computer knowledge, customer service, and management.

... Admissions efforts continue to be very positive, with current statistics reflecting a 7.7% increase in new freshmen enrollments.

... Thanks to the efforts of Mr. Peter Chisholm and Dr. Margaret Storch, public relations efforts continue to prove beneficial. The Boston Globe, Middlesex News, as well as the Gatepost, continue to provide the College with positive media coverage.

... During the summer months, many facility improvements and equipment purchases were made, totalling \$1.3 million. Projects include: the wiring of residence halls for cable, the paving of the Church Street parking lot, the addition of 25 parking spaces to the Maple Street lot, the acquisition of satellite parking at Cushing, etc. Special thanks are extended to Director of Facilities Michael Hinkley for his assistance with the many facility related improvements to the campus over the summer months.

... The Fiscal Year 1996 budget remains very positive. The 9.3% increase has assisted the College in meeting collective bargaining salary increases and other operating costs.

President Kieft distributed to the members of the Board an informational list of off-campus meetings held during his term as President to members of the Board.

In response to an inquiry by a member of the Board regarding the revised September 1996 Table of Organization which reflects a reporting change for the Director of Athletics, President Kieft stated that the rationale for the Director of Athletics to report directly to the President was two-fold. First, given the current attention to gender equity, and the College's enrollment of approximately two-thirds women and one-third men, this change signals a strong message that gender equity issues are going to be addressed by the College.

Secondly, given my past experience with Athletics, and with the recent consolidation of the student services area as reflected in the September 1996 Table of Organization, the reporting change was made in an effort to reduce and streamline administrative responsibilities in the student services area.

President Kieft stated that the Legislature approved an Appropriation Act for Fiscal Year 1997 for a Higher Education Endowment Incentive Program which provides the College with a significant opportunity to enhance its fund raising efforts (Attachment A).

The legislation contains a provision which establishes a program in which grants of state monies are available to match certain private donations made to public institutions of higher education under the following two conditions: (1) the donations are made to the College or its Foundation, and (2) the donations are made for academic purposes. The legislation, which provides a match of one dollar for every two dollars raised by private donations, allows Framingham State College a total of \$2.5 million in matching funds over the next seven years. Under this new legislation, Framingham State College is eligible to receive \$2.5 million in matching funds over the next seven years. A special incentive which provides for giving by alumni allows for a match at a one for one ratio for the first \$220,000.

President Kieft stated that copies of the Public Higher Education Matching Fund Program materials were distributed to the Trustees this evening. He asked that members of the Board review the materials for further discussion and action at the November 14, 1996 meeting of the Board.

PERSONNEL ACTIONS:

Chair Lepore stated that the Trustees had before them the September 19, 1996 Personnel Actions for approval (Attachment B).

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: Unanimously, to approve all Personnel Actions: Temporary Appointments, Adjustment to Effective Dates, Return to Previous Positions, Full-Time Tenure Track Appointments, Full-Time Temporary Appointments, Part-Time Appointments, Visiting Lecturer Appointments, Title Changes, Salary Adjustments, Leave of Absence, Unpaid Leave of Absence, Extension of Unpaid Leave of Absence, Retirements, Resignations, Abolished Positions, and all Personnel Actions of the Continuing Education Evening Program (Attachment B).

* * * * *

Mr. Coyle, Framingham State College Trustee and First Vice President of the Alumni Association, stated that he was pleased to report that an Agreement Outlining a Partnership of the Alumni Association and Framingham State College for Enhancing Alumni Relations and Activity in Support of the College (Attachment C) has been signed. The agreement, which was approved by the Alumni Association's Executive Board, was officially signed by Framingham State College President Raymond N. Kieft and Alumni Association Executive Secretary/Director of Alumni Affairs Marilyn Foley today, September 19, 1996. Trustee Coyle stated that over the past several months, representatives from the Alumni Association and the College administration have worked closely together in an effort to enhance relations. Given the recent appointment of College President Raymond Kieft, along with the recent legislation which provides a fund raising incentive for Alumni and College representatives to work closely together, it was the general consensus of the Alumni Association to move forward in an effort to work cooperatively together to benefit both the Alumni Association and College.

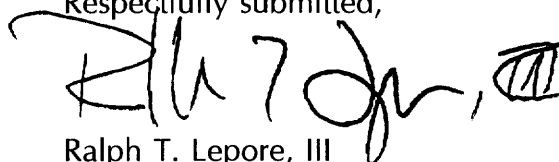
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On motion duly made and seconded, it was

VOTED: Unanimously, to approve the Agreement Outlining a Partnership of the Alumni Association and Framingham State College for Enhancing Alumni Relations and Activity in Support of the College (Attachment C).

There being no further business, the meeting adjourned at 8:05 p.m.

Respectfully submitted,



Ralph T. Lepore, III
Chair, Framingham State College Board of Trustees



Raymond N. Kieft
President, Framingham State College

PERSONNEL ACTIONS

APPOINTMENTS

Chisholm, Peter C.	Assistant to the President	Effective: 08/01/96 Annual Salary Rate: \$46,000.24
Himes, Michelle L.	Staff Assistant Purchasing & Fiscal Affairs	Effective: 07/15/96 Annual Salary Rate: \$39,000.00
Kelley, Thomas M.	Director, Athletics	Effective: 07/28/96 Annual Salary Rate: \$50,544.00
McGinnis, Susanne H.	Staff Associate Writing Center Dir. at CASA	Effective: 07/01/96 Annual Salary Rate: \$32,000.28
Mitchell, Bonnie	Acting Director of Library Services	Effective: 06/02/96 Annual Salary Rate: \$41,641.08
Osborne, Aaron D.	Staff Assistant Resident Director	Effective: 08/11/96 Annual Salary Rate: \$18,500.04
Roesner, Jane K.	Staff Assistant Resident Director	Effective: 08/11/96 Annual Salary Rate: \$18,500.04

TEMPORARY APPOINTMENT

White, Kathleen B.	Acting Assistant Athletic Trainer	Effective: 09/01/ - 07/05/97 Annual Salary Rate: \$27,890.20
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ADJUSTMENT TO EFFECTIVE DATE

Kieft, Raymond N.	President	Effective: 07/15/96
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RETURN TO PREVIOUS POSITION

Doyle, Arthur	Acting Vice Pres. Academic Affairs to Assoc. Vice Pres. Academic Affairs	Effective: 07/14/96
Heineman, Helen	Interim President to Vice President Academic Affairs	Effective: 07/14/96

FULL TIME TENURE TRACK

Adams, Simone O.	Assist. Professor Family & Consumer Sciences	Effective: 09/01/96 Annual Salary Rate: \$36,182.12
Coleman-Dowling, Jennifer	Assist. Professor Communication Arts	Effective: 09/01/96 Annual Salary Rate: \$33,195.24
Muller, Eugene	Assist. Professor Biology	Effective: 09/01/96 Annual Salary Rate: \$35,745.32
Wong-Russell, Michael	Assist. Professor Modern Languages	Effective: 09/01/96 Annual Salary Rate: \$34,345.48

FULL TIME TEMPORARY

Alter, Robert H.	Assist. Professor Communication Arts	Effective: 09/01/96 - 05/31/97 Annual Salary Rate: \$33,445.36
Corea, Elizabeth	Instructor Communication Arts	Effective: 09/01/96 - 05/31/97 Annual Salary Rate: \$28,545.40
Muskopf, Teresa	Instructor Family & Consumer Sciences	Effective: 09/01/96 - 05/31/97 Annual Salary Rate: \$27,245.40
Netchinsky-Toussaint Jill	Assist. Professor Modern Languages	Effective: 09/01/96 - 05/31/97 Annual Salary Rate: \$36,695.36
Thomas, Ira Kevin	Instructor/Horace Mann Visiting Prof. Sociology	Effective: 01/12/97 - 01/11/98 Annual Salary Rate: \$29,145.48
Weber, Jeanne	Assist. Professor Nursing	Effective: 09/01/96 - 05/31/97 Annual Salary Rate: \$36,270.00

PART TIME APPOINTMENT

Walker, Marina	Slide Librarian Art	Effective: 09/01/96 - 05/31/97
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September 19, 1996

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VISITING LECTURERS
FALL APPOINTMENTS

Abelli, Linda	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Berman, Deborah	Sociology	Effective: 09/01/06 - 01/11/97 Salary: \$7,160.00
Berkowitz, Janine	Sociology	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Brauner, Phyllis	Chemistry & Food Science .75 course	Effective: 09/01/96 - 01/11/97 Salary: \$2,685.00
Burgess, Susan	English	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Cane, Aleta F.	English	Effective: 09/01/96 - 91/11/97 Salary: \$2,100.00
Cho, Tae	Chemistry & Food Science	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Clemente, Paul	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Dargan, Susan	Sociology	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
DeVasto, Carl	English	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Dunlap, Candace A.	Education .50 course	Effective: 09/01/96 - 01/11/97 Salary: \$1,050.00
Eastman, Jennifer	Economics/Business Administration	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Eder, Nancy E.	Art	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Fairfax, Allen	Sociology	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Feldman, Nanette H.	Art	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Grafton, Richard	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00

VISITING LECTURERS, CONT.

Hakansson, Carl	Geography	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Hannigan, Joseph	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Hill, Irene	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Horvitz, Simeon	Economics/Business Administration	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Howland, John	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Keats, Maxine	English	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Kohl, John C.	Biology 2.25 course	Effective: 09/01/96 - 01/11/97 Salary: \$4,725.00
Lawrence, Cynthia	Education 1.50 course	Effective: 09/01/96 - 01/11/97 Salary: \$3,150.00
Leonardos, Gregory	Chemistry & Food Science .75 course	Effective: 09/01/96 - 01/11/97 Salary: \$2,685.00
Lombardi, Donna	Family & Consumer Sciences	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
McCaul, Joseph	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
McGrath, Christopher	Chemistry & Food Science	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
McKnight, Mary Frances	Chemistry & Food Science 1.50 course	Effective: 09/01/96 - 01/11-97 Salary: \$5,370.00
Mednis, Roberts	Geography	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Merson, Raymond, B.	History	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Messina, Marianne	English	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00

VISITING LECTURERS, CONT.

Mooney, Constance D.	Family & Consumer Sciences	Effective: 09/01/96 - 01/11/97 Salary: \$4,200.00
Narrett, Eugene	English	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Pandit, Idrisa	Philosophy .33 course	Effective: 09/01/06 - 01/11/97 Salary: \$700.00
Parker, Lynn	English	Effective: 09/01/96 - 01/11/97 Salary: \$4,200.00
Poirier, Vincent	Philosophy .33 course	Effective: 09/01/96 - 01/11/97 Salary: \$700.00
Porter, Sheila	Nursing .50 course	Effective: 09/01/96 - 01/11/97 Salary: \$1,050.00
Ramsey-Swartz, Sharon	Psychology	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00
Rosser, Claire	English	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Schreiber, Linda	English	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
Sederman, Cecilia	Nursing 1.50 course	Effective: 09/01/96 - 01/11/97 Salary: \$5,370.00
Sheehan, Ruth	Communication Arts	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Shirkova, Irina	Philosophy	Effective: 09/01/96 - 01/11/97 Salary: \$4,200.00
Silver, Mary	Biology 1.50 course	Effective: 09/01/96 - 01/11/97 Salary: \$3,150.00
Singler, Robert	Chemistry & Food Science 1.50 course	Effective: 09/01/96 - 01/11/97 Salary: \$3,150.00
Snyder, Diane	Chemistry & Food Science 1.50 course	Effective: 09/01/96 - 01/11/97 Salary: \$5,370.00

VISITING LECTURERS, CONT.

Sposato, Charles	Education	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Tormo, Anne	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$3,580.00
White, Jonathan	Sociology	Effective: 09/01/96 - 01/11/97 Salary: \$7,160.00

TITLE CHANGES

Buck, Jason	Acting Director, Res. Life/Housing	Effective: 09/01/96
Chisholm, Peter C.	Assist. to the President for Public & Governmental Relations	Effective: 09/01/96
Dixon, Rose	Director of Annual Giving	Effective: 09/01/96
Dooher, Philip M.	Dean of Admissions & Enrollment Services	Effective: 09/01/96
Heineman, Helen L.	Provost & V. Pres. Academic Affairs	Effective: 09/01/96

SALARY ADJUSTMENTS

Buck, Jason	Acting Director, Res. Life/Housing	Effective: 09/01/96 Annual Salary Rate: \$37,441.04
Doyle, Art	Assoc. Vice Pres. Academic Affairs	Effective: 09/01/96 Annual Salary Rate: \$80,345.20
Forrest, Cynthia	Dean of Student Services	Effective: 09/01/96 Annual Salary Rate: \$68,313.44
Haugabrook, Adrian	Assist. Dean of Student Services & Multicultural Affairs	Effective: 09/01/96 Annual Salary Rate: \$46,020.52
Heineman, Helen	Provost & V. Pres. Academic Affairs	Effective: 09/01/96 Annual Salary Rate: \$97,368.96

SALARY ADJUSTMENTS, CONT.

Naughton, Rosemary	Lieutenant, Campus Police	Effective: 07/01/96 Annual Salary Rate: \$47,895.12
Roskey, Chester	Dean, Graduate & Continuing Education	Effective: 09/01/96 Annual Salary Rate: \$71,751.16

LEAVE OF ABSENCE

Mitchell, Bonnie	Librarian	Effective: 06/02/96
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UNPAID LEAVE OF ABSENCE

Baker, Jeff	Professor Communication Arts	Effective: 09/01/96 - 05/31/97
LaPointe, Moira	Staff Assistant Resident Director	Effective: 07/07/96 - 07/20/96

EXTENSION OF UNPAID LEAVE

Woodbury, Flata J.	Associate Dean/ Academic Affairs	Effective: 06/30/96 - 01/04/97
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RETIREMENTS

Marsh, Robert	Assistant to the President	Effective: 08/31/96
McDonald, Stanley	Director, Whittemore Library	Effective: 09/01/96
Noyes, Wendy	Vice President Student Services	Effective: 08/31/96

RESIGNATIONS

Fahey, Michael P.	Staff Assistant Purchasing Agent	Effective: 09/07/96
Goodwin, Elinor	Assist. Director Student Activities	Effective: 09/14/96
Onofrietti, Joseph	Director Residence Life	Effective: 08/31/96
Raposo, Paula C.	Staff Assistant Resident Director	Effective: 07/06/96
Threadgold, Kathleen	Assist. Director Financial Aid	Effective: 08/31/96

POSITION ABOLISHED

Fiorentino, Michael	Assoc. Vice Pres. Exec. Assistant to the President	Effective: 08/31/96
Haverstock, Nancy	Director of Development	Effective: 08/31/96
Noyes, Wendy	Vice President Student Services	Effective: 08/31/96
Santiago, Alice	Assistant Director Educa. Technology Leonhard Program	Effective: 10/01/96

SALARY ADJUSTMENTS

Background

The reorganization of the College administration resulted in seven administrators assuming additional responsibilities. These seven administrators are recommended for salary adjustments to reflect their additional responsibilities.

1. Lieutenant Rosemary Naughton

Lieutenant Naughton has been functioning as Chief of Police since the medical absence of Chief Sayewich began in May, 1996. These additional duties will probably continue at least through December of 1996.

It is recommended that Lieutenant Naughton's salary be increased \$500 per month until such time that she would no longer carry the responsibilities of the Chief of Police position. The increase would be retroactive to July 1, 1996.

2. Assistant Dean Adrian Haugabrook

Assistant Dean Haugabrook is assuming additional responsibilities associated with supervising the Director of Student Activities and the Director of Child Care as well as providing more assistance with policy development for the Student Services Division.

It is recommended that Assistant Dean Haugabrook's annual base salary be increased \$5,200 prorated to September 1, 1996.

3. Acting Director of Residence Life Jason Buck

Assistant Director Buck is serving as Acting Director of Residence Life with no Assistant Director to assist him.

It is recommended that Acting Director Buck's salary be increased \$500 per month until such time that he no longer carries the responsibilities of the Director of Residence Life position. The salary increase would be retroactive to September 1, 1996.

4. Dean Cynthia Forrest

Dean Forrest is assuming many of the responsibilities of the former Vice President for Student Services position with no Dean of Student Services to assist her. Dean Forrest serves as chief student services officer and is a member of the President's policy team.

It is recommended that Dean Forrest's annual salary be adjusted \$9,600 prorated to September 1, 1996.

5. Provost and Vice President Helen Heineman

Provost and Vice President Helen Heineman is assuming additional responsibilities associated with being "second in command" as Provost of the College.

It is recommended that Vice President Heineman's annual salary be adjusted \$5,200 prorated to September 1, 1996.

6. Dean Chet Roskey

Dean Roskey is assuming additional administrative and supervisory responsibilities associated with the Overseas Program and its staff.

It is recommended that Dean Roskey's annual salary be adjusted \$3,000 prorated to September 1, 1996.

7. Associate Vice President Arthur Doyle

Associate Vice President Doyle is assuming additional administrative responsibilities throughout Academic Affairs as Vice President Heineman devotes time to her Provost responsibilities.

It is recommended that Associate Vice President Doyle's annual salary be adjusted \$3,000 prorated to September 1, 1996.

RECOMMENDATION:

The Board of Trustees approve these salary adjustments.

Personnel Action Summary
New Full-Time Appointments

	<u>Male</u>	<u>Female</u>
White	<u>5</u>	<u>6</u>
Black	<u>0</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>
Disabled	<u> </u>	<u> </u>
Other	<u> </u>	<u> </u>

Full-Time Appointments (Temporary)

	<u>Male</u>	<u>Female</u>
White	<u>1</u>	<u>4</u>
Black	<u>1</u>	<u>0</u>
Hispanic	<u> </u>	<u> </u>
Asian or Pacific Islander	<u> </u>	<u> </u>
American Indian or Alaskan Native	<u> </u>	<u> </u>
Disabled	<u> </u>	<u> </u>
Other	<u> </u>	<u> </u>

Framingham State College
Continuing Education Evening Program
Personnel Actions

SUMMER SESSIONS A, B, C, D, E

Effective: 05/28/96-08/01/96

Robert Alter	Communication	Visiting Instructor	2,884.00
Deborah Baiano Berman	Sociology	Visiting Instructor	2,884.00
Leslie Codianne	Education	Visiting Instructor	2,884.00
Susan Conrad	Nursing	Visiting Professor	5,028.00
Elaine Crowder	Education	Visiting Instructor	2,884.00
Susan Dargan	Sociology	Visiting Instructor	1,442.00 1,442.00
Mary-Frances Davis-McKnight	Chemistry	Visiting Instructor	4,326.00
Leslie Depaolo	Education	Visiting Instructor	2,884.00
Antone Dias	Psychology	Visiting Assistant Professor	3,036.00 3,036.00
Leonard Flynn	Psychology	Visiting Professor	3,352.00 3,352.00
Richard Grafton	Computer Science	Visiting Instructor	2,884.00
Joyce Haggerty	Modern Lang.	Visiting Professor	3,352.00
Adrian Haugabrook	Sociology	Visiting Instructor	1,442.00
Elaine Lahue	Biology	Visiting Instructor	4,326.00
Patricia Luoto	Family and Consumer Science	Visiting Associate Professor	1,598.00
Donald MacRitchie	Economics	Visiting Associate Professor	3,196.00
Joseph McCaul	Comp. Science	Visiting Instructor	2,884.00 2,884.00
Suzanne Neubauer	Family and Consumer Science	Visiting Professor	5,028.00

P. Bradley Nutting	History	Visiting Professor	3,352.00 3,352.00
T. Bridgett Perry	Psychology	Visiting Associate Professor	3,196.00 3,196.00
Carol Phillips	Inter/Public Service	Visiting Instructor	2,884.00
Patricia Plummer	Family and Consumer Science	Visiting Associate Professor	1,598.00
Sheila Porter	Nursing	Visiting Instructor	1,442.00 1,442.00
Joseph Previte	Biology	Visiting Professor	5,028.00 5,028.00
Janet Schwartz	Family and Consumer Science	Visiting Assistant Professor	2,277.00
Cecilia Sederman	Nursing	Visiting Instructor	2,884.00 2,884.00
Mark Seiden	English	Visiting Professor	3,352.00 3,352.00
Richard Signes	Modn Lang	Visiting Associate Professor	3,196.00
Lawrence Symington	Psychology	Visiting Associate Professor	3,196.00
Peter Toohey	Education	Visiting Professor	3,352.00
Michael Wong-Russell	Modn Lang	Visiting Professor	2,884.00 2,884.00

CANCELLATIONS

Effective 5/28/96-08/01/96

Cornelia Breuning	Computer Science	Visiting Instructor	2,884.00
Christine Doyle-Burke	Family and Consumer Science	Visiting Assistant Professor	3,036.00
Thomas Koshy	Mathematics	Visiting Professor	3,352.00
Margaret Lidback	Geography	Visiting Associate Professor	3,196.00
Diane Lowe	Education	Visiting Professor	3,352.00
Pamela Ludemann	Psychology	Visiting Assistant Professor	3,036.00

Mary Phelan	Economics	Visiting Assistant Professor	3,036.00
Denise Robichaud	Mathematics	Visiting Instructor	2,884.00
Sharon Swartz	Psychology	Visiting Instructor	1,442.00 2,884.00
Barrie Westerman	Psychology	Visiting Professor	1,676.00
Charles White	Economics	Visiting Professor	3,352.00
Sheila Wolfson	Family and Consumer Science	Visiting Instructor	2,884.00
Robert Yosca	Mathematics	Visiting Assistant Professor	3,036.00

CORRECTIONS-SUMMER 1996

Effective: 05/28/96-08/01/96

Richard Greenleaf	Sociology	Visiting Assistant Proffesor	1518.00
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FRAMINGHAM STATE COLLEGE
CONTINUING EDUCATION EVENING PROGRAM
PERSONNEL ACTIONS

Effective: 09/04/96 - 12 /23/96

INSTRUCTOR	FIRST NAME	Rank	Department	SEMESTER	TOTAL SAL/LAB
AMAZEEN	BEVERLY	VISITING ASSISTANT PROFESSOR	PSYCHOLOGY	FALL 96	3,188.00
AMBACHER	JOHN	VISITING PROFESSOR	POLITICS	FALL 96	3,520.00
ANDERSON	THOMAS	VISITING ASSISTANT PROFESSOR	ECONOMICS	FALL 96	3,188.00
BAIANO-BERMAN	DEBORAH	VISITING INSTRUCTOR	SOCIOLOGY	FALL 96	3,028.00
BALLENGER	CYNTHIA	VISITING INSTRUCTOR	EDUCATION	FALL 96	3,028.00
BARKLOW	WILLIAM	VISITING PROFESSOR	BIOLOGY	FALL 96	5,280.00
BECHARD	LORI	VISITING INSTRUCTOR	FAM & CONSUM SCI.	FALL 96	3,028.00
BECK	CHARLES	VISITING ASSOCIATE PROFESSOR	EDUCATION	FALL 96	3,356.00
BLISS	VIRGINIA	VISITING INSTRUCTOR	BIOLOGY	FALL 96	4,542.00
BLUMER	IRWIN	VISITING INSTRUCTOR	EDUCATION	FALL 96	1,514.00
BREUNING	CORNELIA	VISITING INSTRUCTOR	COMPUTER SCIENCE	FALL 96	3,028.00
CANELLA	ALFONSO	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
CANNER	MARY	VISITING INSTRUCTOR	EDUCATION	FALL 96	3,028.00
CHARTIER	RICHARD	VISITING PROFESSOR	ENGLISH	FALL 96	3,520.00
CHO	TAE	VISITING INSTRUCTOR	CHEMISTRY	FALL 96	2,271.00
CHUNNE	LESLIE	VISITING INSTRUCTOR	EDUCATION	FALL 96	2,271.00
CRAWFORD	ROGER	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
CUNNINGHAM	RICHARD	VISITING PROFESSOR	ENGLISH	FALL 96	3,520.00
CZARNEC	WALTER	VISITING PROFESSOR	MATHEMATICS	FALL 96	3,520.00
DAILEY	ANN	VISITING ASSISTANT PROFESSOR	JOURNALISM	FALL 96	3,188.00
DARGAN	SUSAN	VISITING INSTRUCTOR	SOCIOLOGY	FALL 96	3,028.00
DIAS	ANTONE	VISITING ASSISTANT PROFESSOR	PSYCHOLOGY	FALL 96	3,188.00
DITTAMI	PETER	VISITING ASSISTANT PROFESSOR	EDUCATION	FALL 96	3,188.00
DOYLE-BURKE	CHRISTINE	VISITING ASSOCIATE PROFESSOR	ECONOMICS	FALL 96	3,356.00
DWINELL	ROLAND	VISITING ASSISTANT PROFESSOR	ECONOMICS	FALL 96	3,188.00
EGAN	BRENDAN	VISITING INSTRUCTOR	ALLIED HEALTH	FALL 96	3,028.00
ENG	JAMES	VISITING PROFESSOR	ART	FALL 96	3,520.00
FARINA	LOUIS	VISITING ASSISTANT PROFESSOR	ECONOMICS	FALL 96	3,188.00
FLYNN	JAMES	VISITING INSTRUCTOR	EDUCATION	FALL 96	3,028.00
GARRABEDIAN	CHARLES	VISITING ASSOCIATE PROFESSOR	MATHMATICS	FALL 96	3,356.00
GLASSMAN	MARJORIE	VISITING INSTRUCTOR	SOCIOLOGY	FALL 96	3,028.00
GOOD	ARNOLD	VISITING PROFESSOR	MATHMATICS	FALL 96	3,520.00
GOODMAN	LEON	VISITING ASSISTANT PROFESSOR	ECONOMICS	FALL 96	3,188.00
	MICHAEL	VISITING INSTRUCTOR	ALLIED HEALTH		

FRAMINGHAM STATE COLLEGE
CONTINUING EDUCATION EVENING PROGRAM
PERSONNEL ACTIONS

Effective 09/04/96 - 12 /23/96

INSTRUCTOR	FIRST NAME	Rank	Department	SEMESTER	TOTAL
					SAL/LAB
				FALL 96	3,028.00
GREENLEAF	RICHARD	VISITING ASSISTANT PROFESSOR	SOCIOLOGY	FALL 96	3,188.00
HAMILTON	PAULA	VISITING INSTRUCTOR	MOD. LANGUAGE	FALL 96	3,028.00
HANNIGAN	JOSEPH	VISITING INSTRUCTOR	MATHMATICS	FALL 96	3,028.00
HARRINGTON	JOSEPH	VISITING PROFESSOR	HISTORY	FALL 96	3,520.00
HERGERT	LESLIE	VISITING INSTRUCTOR	EDUCATION	FALL 96	1,514.00
				FALL 96	3,028.00
HORN	BERNARD	VISITING PROFESSOR	ENGLISH	FALL 96	3,520.00
HOUGH	SIGMUND	VISITING INSTRUCTOR	PSYCHOLOGY	FALL 96	3,028.00
				FALL 96	3,028.00
HUSS	MR.	VISITING INSTRUCTOR	HEALTH	FALL 96	3,028.00
HYLANDER	GARY	VISITING ASSISTANT PROFESSOR	HISTORY	FALL 96	3,188.00
JARNIS	GEORGE	VISITING PROFESSOR	PUBLIC ADMIN	FALL 96	3,520.00
KENNEDY	MARTIN	VISITING INSTRUCTOR	ALLIED HEALTH	FALL 96	3,028.00
KLAR	WALTER	VISITING PROFESSOR	EDUCATION	FALL 96	3,520.00
KOUNDINYA	RAMAKRISHNAN	VISITING ASSOCIATE PROFESSOR	ECONOMICS	FALL 96	3,356.00
KRIER	DONALD	VISITING PROFESSOR	ECONOMICS	FALL 96	3,520.00
ERS	THOMAS	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
LAWLESS	LUCILLE	VISITING INSTRUCTOR	SOCIOLOGY	FALL 96	3,028.00
LEBLANC	RENE	VISITING PROFESSOR	BIOLOGY	FALL 96	3,520.00
LIDBACK	MARGARET	VISITING ASSOCIATE PROFESSOR	EARTH SCIENCE	FALL 96	3,356.00
LOOSEMORE	ELIZABETH	VISITING INSTRUCTOR	FAM & CONS SCIENCE	FALL 96	4,542.00
LOWE	DIANE	VISITING PROFESSOR	EDUCATION	FALL 96	3,520.00
LUDEMANN	PAMELA	VISITING ASSOCIATE PROFESSOR	PSYCHOLOGY	FALL 96	3,356.00
MACRITCHIE	DONALD	VISITING ASSOCIATE PROFESSOR	ECONOMICS	FALL 96	3,356.00
MASTROIANNI	GEORGE	VISITING ASSISTANT PROFESSOR	PSYCHOLOGY	FALL 96	3,188.00
MCCAUL	JOSEPH	VISITING INSTRUCTOR	COMP SCI	FALL 96	3,028.00
MCLAUGHLIN	CATHERINE	VISITING ASSOCIATE PROFESSOR	ENGLISH	FALL 96	3,356.00
MEANEY	MARTHA	VISITING ASSOCIATE PROFESSOR	ECONOMICS	FALL 96	3,356.00
MELEGIAN	EDWARD	VISITING ASSOCIATE PROFESSOR	MUSIC	FALL 96	3,356.00
MERSON	RAYMOND	VISITING ASSISTANT PROFESSOR	HISTORY	FALL 96	3,188.00
MILASZEWSKI	RICHARD	VISITING PROFESSOR	CHEMISTRY	FALL 96	5,280.00
MOONEY	CONSTANCE	VISITING INSTRUCTOR	FAM & CONS SCIENCE	FALL 96	3,028.00
MURRAY	JOHN	VISITING PROFESSOR	PHYSICAL SCIENCE	FALL 96	3,520.00
NEUBAUER	SUZANNE	VISITING PROFESSOR	HOME ECONOMICS	FALL 96	3,520.00
ERS	DEBORAH	VISITING INSTRUCTOR	EDUCATION		

FRAMINGHAM STATE COLLEGE
CONTINUING EDUCATION EVENING PROGRAM
PERSONNEL ACTIONS

Effective 09/04/96 - 12/23/96

INSTRUCTOR	FIRST NAME	Rank	Department	SEMESTER	TOTAL SAL/LAB
				FALL 96	3,028.00
NUTTING	P. BRADLEY	VISITING PROFESSOR	HISTORY	FALL 96	3,520.00
O'MALLEY	JAMES	VISITING INSTRUCTOR	COMPUTER SCIENCE	FALL 96	3,028.00
PANAGORE	DAVID	VISITING INSTRUCTOR	POLITICS	FALL 96	3,028.00
PERLMUTTER	MARK	VISITING INSTRUCTOR	MODN LANG	FALL 96	3,028.00
PERRY	T. BRIDGETT	VISITING ASSOCIATE PROFESSOR	PSYCHOLOGY	FALL 96	3,356.00
PREVITE	JOSEPH	VISITING PROFESSOR	BIOLOGY	FALL 96	2,640.00
QUINTILIANI	CARMEN	VISITING PROFESSOR	EDUCATION	FALL 96	3,520.00
ROBICHAUD	DENISE	VISITING INSTRUCTOR	MATHMATICS	FALL 96	3,028.00
ROBIN	HARVEY	VISITING INSTRUCTOR	COMPUTER SCIENCE	FALL 96	3,028.00
ROGERS	MARY	VISITING ASSISTANT PROFESSOR	ECONOMICS	FALL 96	3,188.00
ROSSITER	ALISON	VISITING INSTRUCTOR	ALLIED HEALTH	FALL 96	3,028.00
SACCO	CHRISTINE	VISITING INSTRUCTOR	COMPUTER	FALL 96	3,028.00
SACKLER	SEYMOUR	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
SATAKE	EIKE	VISITING ASSOCIATE PROFESSOR	COMP SCI	FALL 96	3,356.00
SCANDRETT	JULIA	VISITING ASSISTANT PROFESSOR	ENGLISH	FALL 96	3,188.00
EN	MARK	VISITING PROFESSOR	ENGLISH	FALL 96	3,520.00
SEYFFERT	AUDREY	VISITING ASSISTANT PROFESSOR	EDUCATION	FALL 96	3,188.00
SPENCE	WILLARD	VISITING PROFESSOR	BIOLOGY	FALL 96	3,520.00
STANFORD-POLLOCK	MEREDITH	VISITING ASSISTANT PROFESSOR	PSYCHOLOGY	FALL 96	3,188.00
				FALL 96	3,188.00
STAROBIN	LESLIE	VISITING ASSOCIATE PROFESSOR	COMM. ARTS	FALL 96	3,356.00
STORELLA	ELAINE	VISITING PROFESSOR	POLITICS	FALL 96	3,520.00
STRAUSS	RICHARD	VISITING INSTRUCTOR	COMP SCI	FALL 96	3,028.00
SULLIVAN	EUGENE	VISITING PROFESSOR	ART	FALL 96	3,520.00
SWARTZ	SHARON	VISITING INSTRUCTOR	PSYCHOLOGY	FALL 96	3,028.00
				FALL 96	3,028.00
				FALL 96	3,028.00
SYMINGTON	LAWRENCE	VISITING ASSOCIATE PROFESSOR	PSYCHOLOGY	FALL 96	3,356.00
TOWLE	LAWRENCE	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
VAN LEUVAN	PATRICIA	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
WALLACE	ROBERT	VISITING PROFESSOR	ECONOMICS	FALL 96	3,520.00
WESTERMAN	BARRIE	VISITING PROFESSOR	PSYCHOLOGY	FALL 96	3,520.00
WHITBURN	KEVIN	VISITING PROFESSOR	CHEMISTRY	FALL 96	5,280.00
WHITE	CHARLES	VISITING PROFESSOR	ECONOMICS	FALL 96	3,520.00
WHITE	MICHAEL	VISITING ASSOCIATE PROFESSOR	GEOGRAPHY	FALL 96	3,356.00

September 19,1996

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FRAMINGHAM STATE COLLEGE
CONTINUING EDUCATION EVENING PROGRAM
PERSONNEL ACTIONS

Effective: 09/04/96 -12 /23/96


INSTRUCTOR	FIRST NAME	Rank	Department	SEMESTER	TOTAL SAL/LAB
WHITMAN	BETSEY	VISITING PROFESSOR	MATHEMATICS	FALL 96	3,520.00
WURTZEL	SHERRY	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
				FALL 96	3,028.00
YOSCA	ROBERT	VISITING ASSISTANT PROFESSOR	MATHEMATICS	FALL 96	3,188.00

Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575 • FAX (508) 626-4592


Access to Excellence

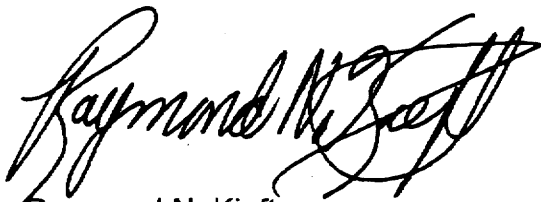
September 19, 1996

An Agreement Outlining a Partnership of the Alumni Association and Framingham State College for Enhancing Alumni Relations and Activity in Support of the College

1. Effective October 1, 1996, the Trustees and the administration of Framingham State College reaffirm the Alumni Association, Framingham State College as independent of the College, the only alumni organization affiliated with the College, and the only alumni organization that can use the name "Framingham State College".
2. The Trustees and President will petition the Governor to appoint Trustee-at-large Harold Coyle as the Trustee representing the Alumni Association, Framingham State College upon the expiration of the term of the current Alumni Trustee Lillian Buckley.
3. The College will have access to and use of the Alumni Association, Framingham State College's alumni data base and mailing lists which will continue to be updated, maintained, and administered by the Alumni Association, Framingham State College. The procedure for accessing the data base and mailing lists and determining associated costs will be developed jointly by the Executive Secretary/Director of Alumni Affairs and the President.
4. All requests by the College for access to and use of the Alumni Association, Framingham State College's Alumni data base and mailing lists must have the approval of the President prior to the request being forwarded to the Alumni Association, Framingham State College.
5. All legitimate requests for access to and use of the Alumni Association, Framingham State College's alumni data base and mailing lists will be honored by the Alumni Association, Framingham State College.

An Agreement Outlining a Partnership of the Alumni Association
and Framingham State College for Enhancing Alumni Relations
and Activity in Support of the College
September 19, 1996--page 2

6. Should the Alumni Association, Framingham State College question the legitimacy of a request, final determination whether a request is legitimate rests with the President and the Executive Secretary/Director of Alumni Affairs, with concurrence by the Executive Board of the Alumni Association. Should the President and the Executive Secretary/Director of Alumni Affairs disagree, the matter will be referred to the Chairman of the Board of Trustees for final determination. The decision of the Chairman of the Board of Trustees is final and binding.



Raymond N. Kieft
President
Framingham State College

Date:

9/19/96



Marilyn Foley
Executive Secretary/Director of Alumni Affairs
Alumni Association, Framingham State College

Date:

9/19/96