

11-14-1996

Board of Trustees Meeting Packet, November 14, 1996

Framingham State University

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Framingham State College

Board of Trustees

November 14, 1996

Present: Trustees: Buckley; Coyle; Duffy; Flaherty; Johnson; Larrabee; and President Kieft.

Absent: Trustees Lepore, Chair; Wiggin, Vice Chair; Gadbois; Greenblatt; and Weinroth.

Trustee Chair pro-tempore Flaherty called the meeting to order at 7:15 p.m.

Trustee Flaherty congratulated Trustee Brent Larrabee on his appointment and welcomed him to his first meeting of the Framingham State College Board of Trustees.

APPROVAL OF MINUTES:

* * * * *

On motion duly made and seconded, it was

VOTED: Unanimously, to approve the September 19, 1996 minutes, as presented.

* * * * *

PRESIDENT'S REPORT:

President Kieft stated that since the September 19, 1996 meeting he has met with several legislators and business and community representatives to discuss and to better understand their ideas and perspectives about Framingham State College and Public Higher Education in Massachusetts. The overall consensus from the legislative leadership is concern with cost containment and expediting administrative efficiency. He noted that this consensus is consistent with the message being sent by the Board of Higher Education.

Dr. Kieft stated that Chair Lepore has requested that a preliminary plan be formulated by the administration that addresses the implementation of the Board of Higher Education's policy directive. The directive requests that colleges carefully review various degree programs with low enrollments for the possibility of consolidating or eliminating such programs. The College administration continues to be engaged in a process of discussion, review and analysis with academic departments to formulate the plan requested by the Trustees for submission to the Board of Higher Education.

President Kieft reported the following:

- ... The Board of Higher Education has distributed their public higher education budget recommendations for Fiscal Year 1998 which will be forwarded to their Board on November 19, 1996 for action. The overall budget recommendation remains stable for Framingham State College, with no unanticipated changes expected. The budget recommendation includes a 5% reduction in tuition, with no change in fees recommended. President Kieft stated that he was pleased to note that the Framingham State College Board of Trustees led this initiative by approving a 5% reduction in tuition at their Board meeting held on January 18, 1996.
- ... Over the past several weeks the College administration has worked closely together reviewing the College's policy related to closing the College due to snow. Under the leadership of Provost/Vice President Helen Heineman, a series of meetings were held to review the current policy. Utilizing the information shared during these meetings and also reviewing the policies in effect at other colleges and universities, Dr. Heineman formulated and forwarded recommendations for my consideration. Following a thorough review of the recommendations, the campus community was notified of the new College Snow Policy on October 31, 1996 which addresses closure of the College, employee responsibilities, and overnight parking of cars.
- ... The assignment and reassignment of space on campus is one which is in need of consistency with a well understood process and procedure in place. To bring consistency and openness to the assignment and reassignment of space, a Space Council was established and charged with the responsibility of making recommendations about the assignment and reassignment of space in all campus buildings. Three individuals were appointed to serve as permanent members of the Space Council. When considering the assignment or reassignment of space in a particular building, the building supervisor in the building being considered will serve as the fourth member of the Space Council. All recommendations from the Space Council will be forwarded to the President who will render a final decision.
- ... Under the Chairmanship of Dean of Admissions and Enrollment Services Philip Doohar, a Committee on College Logo and Slogan has been established. Members of the campus community are invited to submit their suggestions, ideas and designs to be used on College stationery and other publications.

- ... Under the leadership of Acting Chief Rosemary Naughton, Campus Police continues to work closely with the Town of Framingham Police Department to implement the \$190,000 Campus Security/Public Safety/Policing Partnership Performance Improvement Program grant received by the Board of Higher Education. As part of the community policing approach, Campus Police have implemented a bike patrol, which has been very positive and well received among students and staff on campus.

- ... Campus Police have been actively involved with the Massachusetts Arson Task Force in its investigation of fires in Linsley Hall. Board members should be assured that Residence Life staff, Student Affairs staff, and Campus Police staff are all working cooperatively together with the Town of Framingham Police Department and the Massachusetts Arson Task Force to resolve this situation and apprehend the person or persons responsible.

- ... Thanks to the assistance of Dr. Philip Dooher, Framingham State is now linked to the Web Site through the on campus section of Boston's Web Site.

President Kieft distributed to members of the Board an updated informational list of off-campus meetings held since the September 19, 1996 Board meeting.

President Kieft stated that the Trustees had before them material along with five motions in connection with the Public Higher Education Endowment Incentive Program as authorized by Chapter 15A, Sections 15E and 37 of the General Laws of the Commonwealth of Massachusetts for action.

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: Unanimously, WHEREAS the Framingham State College Foundation, Inc. is lawfully organized as a charitable corporation under Chapter 180 of the General Laws of the Commonwealth of Massachusetts; and

WHEREAS the Framingham State College Foundation, Inc. has represented to the Board of Trustees that it is organized and operated in conformity with the applicable requirements of Chapter 15A, Section 37, of the General Laws of the Commonwealth of Massachusetts;

NOW, THEREFORE, the Board of Trustees, acting pursuant to the said Chapter 15A, Section 37, hereby certifies that the Framingham State College Foundation, Inc. is operating in a manner consistent with the goals of Framingham State College.

* * * * *

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On motion duly made and seconded, it was

VOTED: Unanimously, that the attached Procedures for Implementing the Higher Education Endowment Incentive Program be adopted (Attachment A).

* * * * *

VOTED: Unanimously, that the President be authorized and directed to file a copy of these Procedures (Attachment A) with the House and Senate Committees on Ways and Means no later than January 1, 1997.

* * * * *

VOTED: Unanimously, that in accordance with Chapter 73, Section 14 of the General Laws of the Commonwealth of Massachusetts, the General Purpose Trust Fund and such other Trust Funds as may be appropriate shall include the Framingham State College Endowment Funds as described in Section 2(a) of the aforementioned Procedures (Attachment A).

* * * * *

VOTED: Unanimously, that in accordance with Section 5(c) of the aforementioned Procedures (Attachment A) the President of the College is hereby granted the authorization and discretion to approve all gifts for acceptance and to access College Endowment Funds for academic purposes.

* * * * *

Board members recommended that the College establish a Committee to increase awareness and donations that will enhance fund raising for the College under this special matching incentive program.

Trustee Coyle stated that the Executive Board of the Framingham State College Alumni Association has held meetings and continues to discuss ways in which the Alumni Association can assist the College with the Public Higher Education Matching Fund Program. Trustee Coyle stated that he will keep College administrators and Trustees updated and informed.

PERSONNEL ACTIONS:

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: Unanimously, to approve all Personnel Actions: Appointments, Full-Time Temporary Appointments, Temporary Appointments, Visiting Lecturer Appointments, Visiting Lecturer Salary Adjustments, Salary Adjustments, One-Time Salary Increases, Title Changes, Change of Status, Sabbatical Change, Salary Corrections, Resignations, Retirements, and all Personnel Actions of the Continuing Education Evening Program (Attachment B).

* * * * *

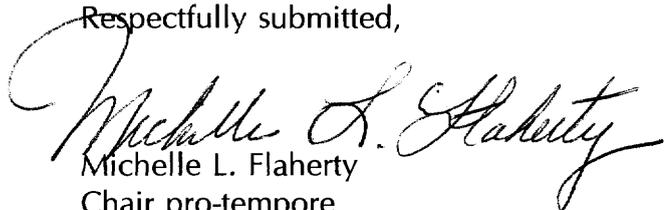
PUBLIC COMMENT:

Trustee Chair pro-tempore Flaherty recognized Dr. Thomas Eames, President of the Framingham State College Professional Association, in his request to address members of the Board.

On behalf of the Faculty and Librarians, Dr. Eames expressed appreciation to Framingham State College administrators and members of the Board of Trustees for their persistence and hard work in securing funding for the new Human Performance, Wellness and Athletic Center.

There being no further business, the meeting adjourned at 7:50 p.m.

Respectfully submitted,



Michelle L. Flaherty
Chair pro-tempore
Framingham State College Board of Trustees



Raymond N. Kieft
President
Framingham State College

ATTACHMENT A

November 7, 1996

PROCEDURES OF HIGHER EDUCATION MATCHING FUND PROGRAM

During the September meeting, the Board of Trustees reviewed a draft of the procedures for implementing and administering the Public Higher Education Endowment Incentive Program. Those procedures are now in final form for approval by the Board. Approval by the Board is necessary at the November meeting so that the procedures can be filed with the Senate and House Ways and Means Committees by January 1, 1997 as required by the legislation.

RECOMMENDATION

The Board of Trustees approve the procedures for implementing and administering the Public Higher Education Endowment Incentive Program as described in the following ATTACHMENT II.

- (iii) the acquisition of library holdings, laboratory and computer equipment and other materials and equipment that support or facilitate teaching, learning, study, research or the like;
- (iv) the acquisition or development including the construction, of classrooms, laboratories, libraries, study halls or any other like facilities that support or facilitate teaching, learning, study, research or the like;
- (v) teaching, practica, lectureships, visiting professorships and like activities and programs; and
- (vi) research and other scholarly activities undertaken by members of the faculty, by other members of the professional staff or by students.

3. Donations to the Endowments

(a) The College Endowment

The Board of Trustees, at its sole discretion, shall decide whether to accept or to decline to accept every gift, testamentary or other, that is proffered to the College for its Endowment Fund or for any trust or other account therein of which the Board of Trustees is trustee or custodian. As a condition of its accepting any such gift, the Board of Trustees may, upon such terms as are acceptable to it and to the donor, undertake to preserve the donor's anonymity consistently with the requirements of law, and it shall thereafter do all such things as are lawful and appropriate to honor its undertaking.

Unless in any particular case a donor shall otherwise require or the Board of Trustees shall otherwise determine, the College shall receive and hold in its Endowment Fund, upon the terms of such trust or other account therein as is appropriate, every gift of money or other property that is required or permitted to be used exclusively for academic purposes. An accurate record shall be made of every such donation, which record shall identify the donor or donors of the gift, the amount or value thereof, the date of its acceptance and the date of its receipt, the nature of the gift (whether restricted or unrestricted), and, where applicable, the terms of any restriction; such record shall contain such additional information as the Board of Trustees may think appropriate. Every such record shall be kept so that the anonymity of any donor requesting the same shall be preserved.

Within ninety (90) days following the close of each quarter of the Commonwealth's fiscal year, the President shall make to the Board of Trustees of the College a report containing a summary record, with a statement of the aggregate value thereof, of all donations made to the College's Endowment Fund during the whole of such quarter; provided only that the report so made following the close of the fourth quarter of each such year shall contain as well a summary record, with a statement of the aggregate value thereof, of all donations made to the College's Endowment Fund during such year.

FRAMINGHAM STATE COLLEGE

**Procedures for Implementing
the Public Higher Education Endowment Incentive Program**

1. Introduction

These Procedures for Implementing the Public Higher Education Endowment Incentive Program are made and adopted by the Board of Trustees of Framingham State College pursuant to Chapter 15A, Sections 15E and 37, of the General Laws. They have it as their purpose to implement the Public Higher Education Endowment Incentive Program (the "program") that is constituted by Chapter 15A, Sections 15E and 37; and they are to be interpreted and applied consistently with the requirements of those statutory provisions.

2. Maintenance of Endowments

(a) The College Endowment

There shall be maintained at the College, pursuant to Chapter 73, Section 14, of the General Laws, one or more trust funds or trust accounts that shall be (collectively) known as and demoninated the Framingham State College Endowment Fund. All moneys and other assets held in or upon the terms of such Fund shall, as a condition thereof, be held and applied for academic purposes at or for the benefit of Framingham State College and for no other purpose whatever.

(b) The Foundation Endowment

As a condition of its being granted and retaining certification under Chapter 15A, Section 37 (a), of the General Laws, the Framingham State College Foundation, Inc. (the "Foundation") shall maintain one or more trust funds or trust accounts that it shall (collectively) demoninate the Framingham State College Foundation Inc. Endowment Fund. All moneys and other assets held in or upon the terms of such Fund shall, as a condition thereof, be held and applied (by gift to the College or otherwise) for academic purposes at or for the benefit of Framingham State College and for no other purpose whatever.

(c) Definition: "Academic Purposes"

The phrase "academic purposes" shall have in these Procedures the meaning ascribed to it by Chapter 15A, Section 15E, of the General Laws. A gift made to the College or to the Foundation for academic purposes shall include, but not be limited to, a gift given in support of any of the following:

- (i) student scholarships;
- (ii) endowed chairs;

Each such report shall contain such additional information as the Board of Trustees may require. Nothing in this paragraph shall require, authorize or permit the disclosure, at a public meeting of the Board of Trustees or otherwise, of the identity of any donor whose donation is or was conditioned on the preservation of his, her or its anonymity.

(b) The Foundation Endowment

Every person soliciting funds or any other thing of value on behalf of the Foundation shall, when doing so, conspicuously disclose to the potential donor (i) that the donation sought is sought as one to be made for the benefit of the College through the Foundation and not directly to the College, and (ii) that the donor's identity will not be publicly disclosed if the donor makes a written request to that effect.

The Foundation, at its sole discretion, shall decide whether to accept or decline to accept every gift, testamentary or other, that is proffered to it for its Endowment Fund or for any trust or other account therein of which it is trustee or custodian. As a condition of accepting any such gift, the Foundation may, upon such terms as are acceptable to it and to the donor, undertake to preserve the donor's anonymity consistently with the requirements of law, and it shall thereafter do all such things as are lawful and appropriate to honor its undertaking.

Unless in any particular case a donor shall otherwise require, the Foundation shall receive and hold in its Endowment Fund, upon the terms of such trust or other account therein as is appropriate, every gift of money or other property that is required or permitted to be used exclusively for academic purposes. An accurate record shall be made of every such donation, which record shall identify the donor or donors of the gift, the amount or value thereof, the date of its acceptance and the date of its receipt, the nature of the gift (whether restricted or unrestricted), and, where applicable, the terms of any restriction; such record shall contain such additional information as the Board of Trustees may think appropriate. Every such record shall be kept so that the anonymity of any donor requesting the same shall be preserved.

Within ninety (90) days following the close of each quarter of the Commonwealth's fiscal year, the Foundation shall make to the President of the College a report containing a summary record, with a statement of the aggregate value thereof, of all donations made to the Foundation's Endowment Fund during such quarter; provided only that the report so made following the close of the fourth quarter of each such year shall contain as well a summary record, with a statement of the aggregate value thereof, of all donations made to the Foundation's Endowment Fund during the whole of such year. Each such report shall contain such additional information as the President of the College may require. Nothing in this paragraph shall require, authorize or permit the disclosure of the identity of any donor whose donations is or was conditioned on the preservation of his, her or its anonymity.

4. **Certificate to the House and Senate Committees on Ways and Means**

Not less frequently than annually the Board of Trustees shall make and submit to the House and Senate Committees on Ways and Means a statement certifying the aggregate value of all donations made for academic purposes (i) to the Framingham State College Endowment Fund and (ii) to the Framingham State College Foundation Inc. Endowment Fund during, in each case, the fiscal period (annual or other) to which the statement pertains. Every such statement shall conform to the requirements of Chapter 15A, Section 15E, of the General Laws and shall contain such information in support thereof as the Committees may require. A copy of every such statement shall be transmitted to the Board of Higher Education.

Every such statement shall be made and submitted so that the anonymity of any donor requesting the same shall be preserved.

5. **Miscellaneous Requirements**

(a) **Books of Account and Audits**

The books of account and other financial records of the College Endowment Fund and of the Foundation Endowment Fund shall be kept in accordance with generally accepted accounting principles; provided only that donations made to such Funds may be recorded on a cash basis or otherwise as the Funds' accountants shall advise.

The books of account and other financial records of the College Endowment Fund and of the Foundation Endowment Fund shall, in each case, be audited not less frequently than annually by a certified public accountant; such audit may be conducted as a part of a more general audit of the books of account and other financial records of the College, in the one case, and, in the other, of the Foundation. The Foundation shall transmit to the President of the College a copy of every report, in its final form, that its accountants prepare in connection with each such audit, and the President shall transmit a copy thereof to the Board of Trustees. The President shall also transmit to the Board of Trustees a copy, in its final form, of every report that the College's accountants prepare in connection with their audit of the College Endowment Fund.

(b) **Appraisals**

Whenever any gift is made in kind to the College Endowment Fund or to the Foundation Endowment Fund it shall be valued in a manner as the Board of Trustees, or its designee shall deem appropriate.

(c) Delegation

The Board of Trustees may at any time and from time to time delegate to the President of the College the Authority to do anything or make any decision that it is required or permitted to do or make under these Procedures.

(d) Amendments

These Procedures may be amended by the Board of Trustees.

(e) Filing

A copy of these Procedures shall be filed with the House and Senate Committees on Ways and Means no later than January 1, 1997. Any amendments thereto shall be promptly so filed when adopted.

Approved Board of Trustees
November 14, 1996

PERSONNEL ACTIONS

APPOINTMENTS

Foster, Carole	Library Assistant Whittemore Library	Effective: 10/20/96 Annual Salary Rate: \$17,550.00
Merlo, Christine	Assist. Athletic Director	Effective: 10/27/96 Annual Salary Rate: \$36,600.20
Morrissey, Shawn T.	Assistant Director Financial Aid	Effective: 10/13/96 Annual Salary Rate: \$35,000.16
Storch, Margaret	Staff Associate Public Affairs & Publications	Effective: 10/27/96 Annual Salary Rate: \$39,000.00

TEMPORARY APPOINTMENT

Palazzi, Togo	Staff Assistant Athletics	Effective: 10/27/96 - 07/12/97 Annual Salary Rate: \$15,459.60
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SALARY ADJUSTMENT

Forrest, Cynthia	Dean of Student Services	Effective: 09/01/96 Annual Salary Rate: \$82,000.36
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ONE TIME SALARY INCREASE

Dolin, Debra	Staff Assistant Residence Director	Effective: 11/03/96 - 01/25/97 Salary Adjustment \$1,500.00
Graves, Jane, K. R.	Staff Assistant Residence Director	Effective: 11/03/96 - 01/25/97 Salary Adjustment \$1,500.00
LaPointe, Moira	Staff Assistant Residence Director	Effective: 11/03/96 - 01/25/97 Salary Adjustment \$600.00

TITLE CHANGE

Naughton, Rosemary	Acting Director, Campus Police/Chief	Effective: 07/01/96
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RESIGNATIONS

Krasnoo, Lee	Director, New Student Orientation	Effective: 09/14/96
Lipkin, Helen	Staff Associate Challenger Center	Effective: 10/03/96
Osborne, Aaron	Staff Assistant Residence Director	Effective: 11/2/96

FULL TIME TEMPORARY

Dargan Susan	Instructor Sociology	Effective: 01/12/97 - 05/31/97 Annual Salary Rate: \$28,095.08
Koretz, Ellen	Instructor Education	Effective: 01/12/97 - 05/31/97 Annual Salary Rate: \$28,425.28

RETIREMENT

Cunningham, Malcolm	Professor Modern Foreign Languages	Effective: 05/31/97
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CHANGE OF STATUS

Killory, J.F.	Full Time Temp., to Visiting Lecturer	Effective: 01/12/97 - 05/31/97
Muskopf, Teresa	Full Time Temp., to Visiting Lecturer	Effective: 01/12/97 - 05/31/97

SABBATICAL CHANGE

Donnell, Robert	Geography	Changed from: Spring 1997 To: Spring 1998
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SALARY CORRECTIONS

Birmingham, Doris	Art/Music	Effective: 09/01/96 Annual Salary Rate: \$40,767.48
Muskopf, Teresa	Family & Consumer Sciences	Effective: 09/01/96 Annual Salary Rate: \$27,380.08

RESIGNATION

Walker, Marina Slide Librarian Effective: 10/31/96
Art

VISITING LECTURERS

FALL APPOINTMENTS

Akkara, Joseph	Chemistry	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00
Clifford, Gary	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$3,028.00
Kiel, David	Computer Science	Effective: 09/01/96 - 01/11/97 Salary: \$2,100.00

VISITING LECTURER SALARY ADJUSTMENT

Cane, Aleta	English	Effective: 09/01/96 - 01/11/97 Salary: \$4,200.00
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Personnel Action Summary
New Full-Time Appointments

	<u>Male</u>	<u>Female</u>
White	<u>1</u>	<u>3</u>
Black	<u> </u>	<u> </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>2</u>
Black	<u> </u>	<u> </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

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

INSTRUCTOR	FIRST NAME	Rank	Department	SEMESTER	TOTAL SAL/LAB
AUSLANDER	SAUL	VISITING PROFESSOR	ALLIED HEALTH	FALL 96	3,520.00
BOYD	KENNETH	VISITING ASSISTANT PROFESSOR	PSYCHOLOGY	FALL 96	3,188.00
CULLIN	MARY	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
DING	JOHN	VISITING ASSISTANT PROFESSOR	ECONOMICS	FALL 96	3,188.00
FEINMAN	LAUREEN	VISITING INSTRUCTOR	ECONOMICS	FALL 96	3,028.00
GALLAGHER	SHARON	VISITING INSTRUCTOR	HOME ECONOMICS	FALL 96	2,271.00
GIULIANO	CHARLES	VISITING INSTRUCTOR	ART	FALL 96	3,028.00
GRAFTON	RICHARD	VISITING INSTRUCTOR	COMPUTER SCIENCE	FALL 96	3,028.00
				FALL 96	3,028.00
HILL	IRENE	VISITING INSTRUCTOR	COMPUTER SCIENCE	FALL 96	3,028.00
IRWIN	REGINA	VISITING ASSISTANT PROFESSOR	HOME ECONOMICS	FALL 96	3,188.00
MAHR	DEBORAH	VISITING INSTRUCTOR	HOME ECONOMICS	FALL 96	3,028.00
MAJOY	ROSEANNE	VISITING INSTRUCTOR	SPECIAL ED	FALL 96	3,028.00
MASTROIANNI	GEORGE	VISITING ASSISTANT PROFESSOR	PSYCHOLOGY	FALL 96	3,188.00
MCCARGAR	LARRY	VISITING ASSISTANT PROFESSOR	PHILOSOPHY	FALL 96	3,188.00
				FALL 96	3,188.00
				FALL 96	3,188.00
RATH	EDWARD	VISITING INSTRUCTOR	BUSINESS AND EC	FALL 96	3,028.00
MESSINA	MARIANNE	VISITING ASSISTANT PROFESSOR	ENGLISH	FALL 96	3,188.00
NARRETT	EUGENE	VISITING PROFESSOR	ENGLISH	FALL 96	3,028.00
PHILLIPS	CAROL	VISITING INSTRUCTOR	ART	FALL 96	3,028.00
REMILLARD	DANIEL	VISITING INSTRUCTOR	PSYCHOLOGY	FALL 96	3,028.00
SIGNES	RICHARD	VISITING ASSOCIATE PROFESSOR	MODN LANG	FALL 96	3,356.00
TOOHEY	PETER	VISITING PROFESSOR	EDUCATION	FALL 96	3,520.00
TUCKER	FRANCES	VISITING ASSOCIATE PROFESSOR	ALLD HLTH	FALL 96	3,356.00
WEED	SANDRA	VISITING INSTRUCTOR	HEALTH	FALL 96	3,028.00
WHITE	CHARLES	VISITING PROFESSOR	ECONOMICS	FALL 96	3,520.00
ZZZZZZ	FIRST NAME	XXXXXXX	XXXXXXXXXX		

FRAMINGHAM STATE COLLEGE
CONTINUING EDUCATION EVENING PROGRAM
PERSONNEL ACTIONSNovember 14, 1996
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Effective: 12/26/96 - 01/11/97

INSTRUCTOR	FIRST NAME	Rank	Department	SEMESTER	TOTAL SAL/LAB
AMBACHER	JOHN	VISITING PROFESSOR	POLITICS	WINTER 97	3,520.00
BAIANO-BERMAN	DEBORAH	VISITING INSTRUCTOR	SOCIOLOGY	WINTER 97	3,028.00
DARGAN	SUSAN	VISITING INSTRUCTOR	SOCIOLOGY	WINTER 97	1,514.00
DOYLE-BURKE	CHRISTINE	VISITING ASSOCIATE PROFESSOR	ECONOMICS	WINTER 97	3,356.00
GREENLEAF	RICHARD	VISITING ASSISTANT PROFESSOR	SOCIOLOGY	WINTER 97	1,594.00
MERSON	RAYMOND	VISITING ASSISTANT PROFESSOR	HISTORY	WINTER 97	3,188.00
SWARTZ	SHARON	VISITING INSTRUCTOR	PSYCHOLOGY	WINTER 97	3,028.00
WESTERMAN	BARRIE	VISITING PROFESSOR	PSYCHOLOGY	WINTER 97	3,520.00