

9-13-1990

Board of Trustees Meeting Packet, September 13, 1990

Framingham State University

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Framingham State College Board of Trustees

100 State Street, Framingham, MA 01701-9101
Telephone (508) 626-4575
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BOARD OF TRUSTEES*

Framingham State College

Board Meeting
September 13, 1990 - 7:15 p.m.
1839 Room, D. Justin McCarthy College Center
Framingham, Massachusetts

AGENDA

1. Approval of Minutes - May 17, 1990 (Attachment I)
2. Report of the Chair
3. Report of the Task Forces
 - a. All College
 - b. Budget
 - c. Community Affairs
 - d. Personnel (Attachment II)
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.

PIONEERS IN EDUCATION

Barry J. Walker, Esquire, *Chair*
Sherwin Greenblatt, *Vice Chair*
Jeff Accomando, *Student*
Lillian A. Buckley

Robert M. Cahners
Jill T. Cheng
Edward M. Clasby
Maureen Fessenden

Ramona K. Hilgenkamp
Harold Masterman
Martin Ploof, Jr.

Framingham State College Board of Trustees

100 State Street, Framingham, MA 01701-9101
Telephone (508) 626-4575
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Access to Excellence
Since 1839

September 6, 1990

MEMORANDUM

The following Task Force meetings of the Framingham State College Board of Trustees will be held on Thursday, September 13, 1990.

Budget Task Force - 4:00 p.m.

1839 Room, Section B

D. Justin McCarthy College Center

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

AGENDA:

- a. Report on Trust Funds
- b. Report on Fiscal Year 1991 Budget
- c. Report on CLT Petition

Personnel Task Force - 4:00 p.m.

V.I.P. Room

D. Justin McCarthy College Center

(Trustees: Buckley, Chair; Hilgenkamp; Masterman;
Ploof, and Walker)

AGENDA:

- a. Personnel Actions



—Paul F. Weller
President

PFW:amd

PIONEERS IN EDUCATION

Barry J. Walker, Esquire, *Chair*
Sherwin Greenblatt, *Vice Chair*
Jeff Accomando, *Student*
Lillian A. Buckley

Robert M. Cahners
Jill T. Cheng
Edward M. Clasby
Maureen Fessenden

Ramona K. Hilgenkamp
Harold Masterman
Martin Ploof, Jr.

FRAMINGHAM STATE COLLEGE

BOARD OF TRUSTEES

SEPTEMBER 13, 1990

Present: Trustees Walker, Chair; Accomando; Buckley; Cheng; Clasby; Fessenden; Hilgenkamp; Masterman; Ploof; and President Weller.

Absent: Trustees Cahners and Greenblatt.

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

* * * * *

On motion duly made and seconded, it was

VOTED: to approve the May 17, 1990 minutes.

* * * * *

Report of the Chair

Chair Walker extended a warm welcome to all Trustees and congratulated Trustees Jeff Accomando, Jill Cheng, Maureen Fessenden, and Ramona Hilgenkamp on their appointments to the Board. Chair Walker stated that the 1990-91 academic year will be a year which will bring many radical changes with the current fiscal crisis, which will make our roles as Trustees very difficult. Under any and all circumstances, we look forward to working with faculty, administration, and students at Framingham State College.

President Weller and I attended a meeting of the Trustee Association with Chancellor Bromery on Wednesday, July 11, 1990. The next meeting of the Association is scheduled to be held on October 1st, with an agenda to include discussion of Chancellor Bromery's proposed regionalization plan and the development of a comprehensive strategy plan for the upcoming election. It is the plan of the members of the Trustee Association to provide a lobbying voice throughout the State College System.

Chair Walker stated that the Student Government Association, under President Greg Rotatori's leadership, hosted a Public Higher Education Summit meeting at Framingham State College on Saturday, August 18, 1990. The very successful meeting included discussion of strategy plans to combat the CLT petition. Chair Walker commended Greg for his efforts in organizing this very successful event.

Chair Walker reported that the task of marshaling the support of the 18,000 alumni of the College has been very difficult. President Weller, Vice President for Academic Affairs Madeleine Adler, and I met with the Alumni's negotiating team to discuss renewal of the 1989-90 Contract and long term relations. As a result of the last meeting on June 21, 1990 it became apparent that there was no basis to renew the contractual relationship. Therefore, the College must proceed immediately to contact all alumni and to request their help and their financial support for the College in these very traumatic times. A formal report, prepared by the College's negotiation team, will be submitted to the Trustees at their November 15, 1990 meeting.

Chair Walker stated that Task Force appointments have been made. Organizational meetings for the College Relations and Community Relations Task Forces will be held in the near future.

Report of the Task Forces

Budget Task Force

Trustee Clasby, Chair of the Budget Task Force, stated that the members of the Task Force met at 4:00 p.m., today, September 13, 1990, to review and discuss budget issues. Trustee Clasby read the September 13, 1990 minutes of the Trustee Budget Task Force (Attachment A).

Personnel Task Force

Trustee Buckley, Chair of the Personnel Task Force, stated that the members of the Task Force met at 4:00 p.m., today, September 13, 1990, to review and discuss Personnel Actions (Attachment B).

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: to approve full-time tenure appointments, all full-time appointments and full-time temporary appointments, all teaching assistant appointments, all leaves of absence, retirements, resignations and changes in status.

* * * * *

On motion duly made and seconded, it was

VOTED: to approve two corrections to the May 17, 1990 Personnel Actions.

* * * * *

* * * * *

On motion duly made and seconded, it was

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

* * * * *

Vice President for Student Services Wendy Noyes reported the following:

- . The Child Care Center will be celebrating it's 10th Anniversary on Sunday, September 16, 1990. The Child Care Center, under the leadership of Director Joanne Triestman, is the first center to receive accreditation in the State College System. There are currently 27 children enrolled, with a waiting list of 40. Special thanks are extended to Director Triestman for her enthusiasm and dedication to the Center.
- . Supported by a grant from the Fund for the Improvement of Post Secondary Education (F.I.S.P.E.), the Alcohol and Drug Education program has completed its first year.
- . Three very successful Orientation Sessions were held on August 21, 22, and 23, with 75% of incoming students in attendance. Sessions included: "A World of Difference" program on cultural diversity, a program on AIDS education, and a program on "That's What Friends Are For", dealing with alcohol.
- . The Parent/Family program will be sending out its membership mailing. Dues will be between \$19.91 and \$19.94, depending on the student's year of graduation. Upcoming plans include a phonathon and a parents weekend. It is our hope to raise between \$30,000 - \$40,000 this year.

Vice President for Academic Affairs Madeleine Adler introduced Dr. Walter Czarnec, newly appointed Acting Director of the Division of Graduate and Continuing Education Program, and Dr. Nicholas Racheotes, serving as this year's Faculty Fellow for Academic Affairs.

Vice President Adler noted that several Trustees had expressed interest in visiting classes at the College. Dr. Adler extended a warm welcome to all Trustees and asked that they contact her directly to make the necessary arrangements.

Dr. Adler stated that along with the gloom and doom of the fiscal situation, many good things are happening. As an example, Dr. Adler recently received a letter from Professor Jeffrey Baker, Chair of the Communication Arts Department, upon his return from Sabbatical Leave. Professor Baker had just completed a new text entitled Documentary Production which is being published by Wadsworth Publishing Company. His letter expressed his gratitude to the College: "...The text will be one of only two texts published in the country which focuses on the aesthetic, ethical, and production considerations needed to produce a successful documentary. I wish to express my deepest gratitude for giving me the opportunity to develop the prospectus and a significant portion of the book.

Whether it be in financial support for my PBS documentaries or textbook writing and research, Framingham State College has always encouraged and permitted me the opportunity to continually grow both academically and professionally. For that I am sincerely grateful. Despite the fiscal uncertainties which surround us, my satisfaction at being a member of the College community for the long haul is a challenge I welcome."

Dean of Admissions Philip Dooher distributed copies of the new 1991 Admissions Brochures to Trustees. He noted that the water color art work on the cover was designed by Assistant Director of Admissions Barbra VandenAkker.

Dr. Dooher reported the following:

- . The numbers of entering students for the Fall, 1990 has declined from previous years. The decline is expected to continue until 1994, with 1989 totals not expected until the year 2004. New enrollees totaled 1,017 for the Fall, 1990 compared to 1,051 last year, a decline of 3.2%.
- . Transfer students reflect 48% of new enrollees.
- . Total minority enrollees have increased from 6.7% in the Fall of 1989 to 8.9% in the Fall, 1990.

Report of the President

President Weller extended a warm welcome to all returning Trustees and congratulated Trustees Accomando, Cheng, Fessenden, and Hilgenkamp on their appointments to the Board.

President Weller reported the following:

- . A Trustees Retreat is planned for October 26 and 27, 1990.
- . The College has formed the "Friends of Framingham State College" support group. The first event was held on July 17th, with further activities planned in the near future.
- . Homecoming is scheduled for the Weekend of October 20th with many Alumni and College events planned, including an indoor yard sale, chocolate chip cookie baking contest, football game, as well as many other exciting and interesting activities.
- . The Board of Regents has developed a Regionalization Proposal which should encourage collaboration among the campuses.
- . The budgetary problems that the College has been faced with during the past three years have dramatically impacted the three collective bargaining units. There hasn't been a new signed agreement for over 1 1/2 years. The negotiation teams of the Council of Presidents and the unions have been working to reach an agreement with the non-economic issues.

The College budget problems began in Fiscal Year 1988, with the first in a series of nine budget reversions and cuts. These budget reductions resulted in substantial increases in tuition and the implementation of Emergency Fees of \$470/year/student by Fiscal Year 1991. If the CLT petition passes in November, the roll-back of taxes will further devastate the financial state of the College. It is anticipated that an Emergency Fee of approximately \$1,000 would be needed to cover the projected CLT cuts.

Trustee Jeff Accomando read the following resolution in opposition to CLT which was accepted by the Student Government Association at their meeting on September 11, 1990:

"Whereas: the members of the Student Government Association of Framingham State College have suffered from numerous cuts in programs, courses, facilities, and overall quality...

Whereas: the students of Framingham State College have been forced to bear more of the cost of education through unfair tuition and fee increases in the past three fiscal years and...

Whereas: the proposed referendum sponsored by the Citizens for Limited Taxation (Question three) would cut funding for the College by at least \$3 million between January and June, 1991 and cause irreversible damage and chaos...

Therefore: We, the duly elected student representatives of the Student Government Association of Framingham State College, publicly resolve and declare that we unequivocally and absolutely oppose the Citizens for Limited Taxation referendum (Question three) on the November 6, 1990 general election ballot."

Trustee Accomando asked Board members for support in the Student Government's Resolution.

Following discussion,

* * * * *

On motion duly made and seconded, it was

VOTED: to accept (unanimous) the Student Government's September 11, 1990 Resolution;

to express (unanimous) opposition to the massive transfer of educational costs - from the State to the Students - that would be required by the CLT petition;

to express (unanimous) opposition to the dramatic and drastic State funding cuts projected for Framingham State College, and for Public Higher Education, if the CLT is passed.

(President Weller agreed to provide information describing and supporting these votes and to contact various media sources with the resolutions and the supporting documentation.)

* * * * *

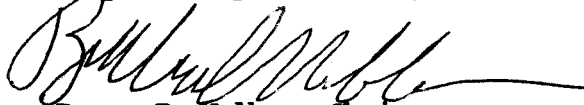
Chair Walker recognized Student Government Association President Greg Rotatori to speak on budget cuts and the CLT. Mr. Rotatori said that the Student Government Association is committed to the defeat of the CLT petition. Many State-wide activities are planned including State-wide rallies, advertising with news media and radio stations, boycotts, campus-wide voter registration sessions, etc.

Chair Walker expressed his appreciation to President Rotatori for his continuous support and dedication to the College and for his leadership with the Student Government Association in their efforts in opposing the CLT petition with other State-wide Student Government Associations.

Trustee Masterman asked for the assistance of all Trustees in the planning of the 1991 5th Annual McAuliffe Dinner. With the 5th anniversary of the Challenger disaster in January, 1991, next year's dinner must be a memorable success.

The meeting adjourned at 9:30 p.m.

Respectfully submitted,



Barry J. Walker, 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 13, 1990

The Budget Task Force met on Thursday, September 13, 1990 at 4:00 p.m. in the 1839 Room of the D. Justin McCarthy College Center at Framingham State College. Trustees Present: Clasby, Chair, Accomondo, Cahners, Cheng, Fessenden, Walker.

* * * * *

President Weller and Vice President Horrigan reported on the Budget status for Fiscal Year 1991 as it is currently understood. Additionally, President Weller reported on the effects that the CLT petition would have on the College if it passes. President Weller will report on both of these matters during his report.

* * * * *

The Task Force reviewed the Quarterly Trust Fund report for the period April 1 - June 30, 1990 and for the full Fiscal Year 1990. A copy of this report is included in the materials distributed this evening.

* * * * *

Vice President Horrigan also reported the following:

1. The College has been chosen to participate in a major energy conservation program (ENCORE) supported by Boston Edison with a \$750,000 grant. It is anticipated that a significant portion of all College lighting will be changed under this program. When complete the project will result in an electrical savings to the College of approximately \$300,000 per year.
2. The College has also received a Grant of \$7800 from Boston Edison to study energy saving modifications to the College generators. Modifications will be paid for by an additional grant from Boston Edison.

3. The College will convert to our new computer system the week of September 22, 1990 and implement new computerized administrative systems.
4. The new parking facility on State Street for 88 vehicles is complete.
5. Extensive renovations to CASA are currently in progress.
6. The Vocational House at the corner of State Street and Maple Street has had its exterior repaired during the summer months in order to protect the building from further deterioration.
7. New furniture (tables and chairs) has been ordered for the student cafeteria. Additionally, renovations will be completed in the food service area during semester break.
8. Renovation to the 5th floor of the College Center to provide office and conference space for the Drug and Alcohol Awareness Program are nearing completion.
9. A new air conditioning system is currently being installed in the micro computer lab in Hemenway Hall.
10. It is expected that renovations to the Registrar's Office will begin in early October.
11. The State College Building Authority is planning to add a sprinkler system to both Towers and Larned at a estimated cost of 1.4 million dollars. The project is currently in the design phase.
12. The gymnasium floor which was finally completed during the early summer, has again developed significant problems which have required that use be discontinued. The floor is still under warranty and repairs are currently underway.

Litigation on the first installation of the floor is still in an active mode with additional depositions taken last week. The case will now be put in the hands of a Master for final adjudication.

13. The replacement of steam lines throughout the Campus for which monies have been appropriated has been delayed because of the financial condition of the Commonwealth and it may be necessary for emergency funds to be authorized to keep the system in operation.
14. Replacement of the College electrical system likewise has been delayed due to the financial condition of the Commonwealth.
15. Emergency funds have been approved to replace the elevator in the library, however, spending authorization has not yet been given.
16. The Board of Regents has advised the College that \$182,000 will be available in this Fiscal Year for the replacement of windows in Dwight Hall.

Vice President Horrigan distributed copies of the current Tuition and Fee schedule for students so that we will all be aware of current charges which our students and their families must pay to attend Framingham State College.

(Copies are in the materials distributed this evening)

Personnel Task Force Minutes

September 13, 1990

The Personnel Task Force of the Board of Trustees met at 4:00 p.m., Thursday, September 13, 1990, in the V.I.P. Room of the D. Justin McCarthy College Center.

Trustees Present: Buckley, Chair; Ploof; and Walker

Trustees Absent: Hilgenkamp and Masterman

Administrators Present: Vice Presidents Adler and Noyes
Drs. Dooher; Fiorentino; and Racheotes

On a motion duly made and seconded, it was

VOTED: to recommend that the Trustees approve the following appointments:
full-time tenure appointments, all full-time appointments and full-time temporary appointments, all teaching assistant appointments, all leaves of absence, retirements, resignations and changes in status.

On a motion duly made and seconded, it was

VOTED: to recommend that the Trustees approve two corrections to the May 17, 1990 minutes.

On a motion duly made and seconded, it was

VOTED: to recommend that the Trustees approve all 03 appointments in the Division of Graduate and Continuing Education.

The Task Force Trustees held a discussion with the College administrators present at the meeting regarding the state of affairs at the College as they relate particularly to personnel issues. The point was made that if the CLT issue passes, it will have a devastating effect on public higher education in Massachusetts and Framingham, in particular.

Vice President Adler distributed the list of College faculty by department and indicated the number of FTE's (Full-Time Equivalents).

Vice President Dooher gave information pertaining to the incoming Freshman class.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Lillian A. Buckley (a.s.)
Lillian A. Buckley, Chair
Personnel Task Force

Addendum to Attachment II
September 13, 1990

PERSONNEL ACTIONS

ADDENDUM

APPOINTMENT - VISITING LECTURER

Brauner, Phyllis	Chemistry Department	Effective: 9/1/90 - 1/19/91 Salary: \$4399.50
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RESIGNATION

Kociemba, Alice	Staff Associate Counseling Center	Effective: 8/25/90
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DECEASED

Haight, Thomas	Professor Biology Department	Effective: 7/10/90
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PERSONNEL ACTIONS

APPOINTMENTS

FULL-TIME TENURE TRACK

Ludemann, Patricia M.	Assistant Professor Psychology Department	Effective: 9/1/90 Salary: \$30,450.16
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FULL-TIME APPOINTMENTS

Bloomer, Cynthia R.	Admissions Counselor Admissions Services	Effective: 9/16/90 Salary: \$23,000.12
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Campbell, George	Staff Assistant Hardware & Networking Maintenance Specialist	Effective: 7/29/90 Salary: \$25,000.04
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Canella, Elizabeth J.	Associate Director Admissions Services	Effective: 7/1/90 Salary: \$36,000.12
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Cerullo, James	Assistant Athletic Trainer (10 month position)	Effective: 8/12/90 Salary: \$18,300.36
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Czarnec, Walter	Acting Director Graduate & Continuing Ed.	Effective: 7/1/90 Salary: \$58,318.96
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Fagone, Elinor	Assistant to the Director College Center	Effective: 7/8/90 Salary: \$22,000.16
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Goodwin, Michael S.	Staff Assistant Residence Director	Effective: 8/5/90 Salary: \$15,500.68
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Levin, Natasha	Staff Assistant/Programmer Computer Services	Effective: 9/2/90 Salary: \$27,000.48
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Moon, Patricia A.	Staff Assistant Residence Director	Effective: 8/5/90 Salary: \$15,500.68
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Pagliuca, Teresa	Staff Assistant Media Communications (Half-time)	Effective: 8/19/90 Salary: \$16,000.40
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Rosenthal, Heidi	Staff Assistant Residence Director	Effective: 7/1/90 Salary: \$15,500.68
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VandenAkker, Barbra	Assistant Director Admissions Services	Effective: 8/26/90 Salary: \$23,000.12
Williams, Wayne C.	Admissions Counselor Admissions Services	Effective: 9/16/90 Salary: \$22,000.16

FULL-TIME APPOINTMENTS - TEMPORARY

Beyer, James	Assistant Professor English	Effective: 9/1/90 - 5/31/91 Salary: \$30,750.20
Cooper, Lois B.	Instructor Mathematics	Effective: 9/1/90 - 5/31/91 Salary: \$23,000.12
Dantas, Antonio	Associate Professor Economics and Business Administration	Effective: 9/1/90 - 5/31/91 Salary: \$39,301.08
Dargan, Susan	Instructor Sociology	Effective: 9/1/90 - 5/31/91 Salary: \$23,000.12
Dziak, Nancy	Assistant Professor Psychology	Effective: 9/1/90 - 1/19/91 Salary: \$29,700.32 Annually
Findell, Bradford	Instructor Mathematics	Effective: 9/1/90 - 5/31/91 Salary: \$24,000.08
Foster, Irene	Instructor Home Economics	Effective: 9/1/90 - 5/31/91 Salary: \$23,000.12
John, P.M.	Assistant Professor Philosophy	Effective: 9/1/90 - 5/31/91 Salary: \$32,850.48
Killory, J.F.	Assistant Professor Psychology Department	Effective: 9/1/90 - 1/19/91 Salary: \$31,100.16 Annually
Melie, Edith	Assistant Professor Home Economics	Effective: 9/1/90 - 5/31/91 Salary: \$35,000.16
Tracy, Elizabeth	Assistant Professor Art	Effective: 9/1/90 - 5/31/91 Salary: \$30,950.40
Whitman, Betsey	Associate Professor Mathematics	Effective: 9/1/90 - 5/31/91 Salary: \$41,050.36

APPOINTMENTS - VISITING LECTURERS

Argir, Arlene	Education	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Babu, D.	Computer Science VL/TA	Effective: 9/1/90 - 1/19/90 Salary: \$2400.00
Baiano, Deborah	Sociology	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Berkeley, Christopher	History & Politics	Effective: 9/1/90 Salary: \$5866.00
Bosse, Peter	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Breuning, Cornelia	Computer Science	Effective: 9/1/90 - 1/19/91 Salary: \$5866.00
Clemens, Wayne	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Clemente, Paul	Computer Science	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Cline, Tami	Home Economics	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Crawford, Roger	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Culloty, John	Philosophy	Effective: 9/1/90 - 5/31/91 Salary: \$1066.00 Annually
Cunningham, Richard	English	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
DeVita, William F.	Mathematics	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Duggan, Heyden	Psychology	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Eastman, Jennifer	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Feldman, Nan	Art	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00

Ferrin, Mark	Philosophy	Effective: 9/1/90 - 5/31/91 Salary: \$1066.00 Annually
Fitzpatrick/Doyle Theresa	Psychology	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Garr, William	Education	Effective: 9/1/90 - 5/31/91 Salary: \$2933.00
Goodman, Leon	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Hannigan, Joseph	Computer Science	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Hill, Irene	Computer Science VL/TA	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00
Horton, Marjorie	English	Effective: 9/1/90 - 1/19/91 Salary: \$5866.00
Howland, John C.	Computer Science	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Kainen, Ingrid	Education	Effective: 9/1/90 - 1/19/91 Salary: \$800.00
Khundker, Nasreen	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Lawless, Lucille	Sociology	Effective: 9/1/90 - 1/19/91 Salary: \$5866.00
Lowry, David	Computer Science VL/TA	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00
Mager, Milton	Biology	Effective: 9/1/90 - 1/19/91 Salary: \$2200.00
Muskopf, Theresa	Home Economics	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Parker, Linda	Sociology	Effective: 9/1/90 - 1/19/91 Salary: \$3200.00
Pfister, Deborah	Home Economics	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Ravichandran, S.	Computer Science VL/TA	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00

Read, William	Education	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00
Rhodus, William	Economics/Business Adm.	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Rossetti, Alfred	Mathematics	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Sandrett, Julia	English	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Scherr, Robert	Philosophy	Effective: 9/1/90 - 5/31/91 Salary: \$1066.00 Annually
Sederman, Cecilia	Nursing	Effective: 9/1/90 - 1/19/91 Salary: \$2933.00
Siamak, Parviz	Computer Science VL/TA	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00
Sullivan, Eileen	Education	Effective: 9/1/90 - 1/19/91 Salary: \$3200.00
Tucker, Ann B.	Art (Slide Librarian)	Effective: 9/1/90 - 1/19/91 Salary: \$2800.00
Weaver, Frances	Biology	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
Wu, Alan	Computer Science VL/TA	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00
Zabierek, Henry	Education	Effective: 9/1/90 - 1/19/91 Salary: \$2400.00

APPOINTMENTS - TEACHING ASSISTANTS

Kelly, James	Computer Science	Effective: 9/1/90 - 1/19/91 Salary: \$1600.00
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LEAVE OF ABSENCE

Czarnec, Walter	Professor Math Department	Effective: 9/1/90 - 1/19/91
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Personnel Action Summary
New Full-Time Appointments

	<u>Male</u>	<u>Female</u>
White	<u>4</u>	<u>8</u>
Black	<u>1</u>	<u> </u>
Hispanic	<u> </u>	<u>1</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>3</u>	<u>6</u>
Black	<u> </u>	<u>1</u>
Hispanic	<u> </u>	<u> </u>
Asian or Pacific Islander	<u>1</u>	<u> </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

Mr. Joseph Aieta	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Beverly Amazeen	Visiting Assistant Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. John R. Ambacher	Visiting Professor (Politics)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Mrs. Arlene Argir	Visiting Instructor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Arlene Argir	Visiting Instructor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Vladimir Atryzek	Visiting Instructor (Biology)	Effective: 9/5/90-12/20/90 Salary: \$3,204.00
Mr. Dennis P. Avola	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Deborah Baiano	Visiting Instructor (Sociology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Deborah Baiano	Visiting Instructor (Sociology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. William Barklow	Visiting Associate Professor (Biology)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Dr. Martin Barroll	Visiting Assistant Professor (Sociology)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. David A. Bederow	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Christopher Berkeley	Visiting Instructor (History)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Christopher Berkeley	Visiting Instructor (History)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Prabhakara Bhat	Visiting Instructor (Computer Science)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Dorothy Bickling	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Theodore Blank	Visiting Professor (Allied Health)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00

Ms. Cornelia Breuning	Visiting Instructor (Computer Science)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Susan A. Burgess	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Edward L. Burke	Visiting Professor (Politics)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Mr. Alfonso F. Canella	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Vickie Carr	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Richard Chartier	Visiting Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Dr. Arthur Chaves	Visiting Professor (Interdisciplinary)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Mr. Robert Chen	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Nancy Cherico	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. John Coburn	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Roger Crawford	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Malcolm Cunningham	Visiting Associate Professor (Modern Languages)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Mr. Richard Cunningham	Visiting Assistant Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mrs. Joyce Cutler	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Joyce Cutler	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Ann M. Dailey	Visiting Assistant Professor (Communication Arts)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. Lawrence Dallin	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Elizabeth Dannewitz	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Carl DeVasto	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Carl DeVasto	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00

Dr. Richard Devine	Visiting Instructor (Sociology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Walter Devine	Visiting Assistant Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. William DeVita	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Christine Doyle-Burke	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Hayden A. Duggan	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Thomas Dumas	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Rao V. Durvasula	Visiting Instructor (Allied Health)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Roland A. Dwinell	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Barry J. Dworman	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Pauline Dyer-Cole	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Brendan J. Egan	Visiting Instructor (Allied Health)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. James Elliott	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. James D. Eng	Visiting Associate Professor (Art)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Dr. J. Bernard Everett	Visiting Associate Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Mr. Paul Farrand	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Ms. Lisa Fass	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Nanette Feldman	Visiting Instructor (Art)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Robert Ferioli	Visiting Instructor (Computer Science)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Stephen V. Fiore	Visiting Associate Professor (Music)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Rev. James B. Flynn	Visiting Instructor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00

Dr. Leonard Flynn	Visiting Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Ms. Irene M. Foster	Visiting Instructor (Home Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Alan Freed	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Charles Garabedian	Visiting Assistant Professor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. Joseph Gaudet	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Abdalla T. Gergis	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Abdalla T. Gergis	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Phyllis Gleason	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. N. Jerome Goldberg	Visiting Assistant Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Ms. Anita Goldner	Visiting Assistant Professor (Computer Science)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. Leon Goodman	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mrs. Audrey L. Gordon	Visiting Assistant Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. Jeffrey Griffin	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Joseph Hannigan	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Ms. Lauren Hartshorn	Visiting Instructor (Modern Languages)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. A. Dorothy Hayes	Visiting Associate Professor (Chemistry)	*Effective: 8/27/90-12/12/90 Salary: \$3,800.00
Dr. Bernard Horn	Visiting Associate Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Mrs. Marjorie C. Horton	Visiting Assistant Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Simeon Horvitz	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Ms Dr. Sigmund Hough	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00

*Framingham Union Hospital Contract Course

Mrs. Annette Packard	Visiting Instructor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Fr. Francis Paolo	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Fr. Francis Paolo	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Thomas Parsons	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. T. Bridgett Perry	Visiting Assistant Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Savino Placentino	Visiting Associate Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Dr. Carmen Quintiliani	Visiting Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Ms. Aurora Riel	Visiting Assistant Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. James Robison	Visiting Associate Professor (Communication Arts)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Mr. Stephen Roche	Visiting Instructor (Allied Health)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Mary Rogers	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mrs. Claire Rosser	Visiting Instructor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Alfred Rossetti	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Eike Satake	Visiting Instructor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Julia Scandrett	Visiting Assistant Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Julia Scandrett	Visiting Assistant Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Ms. Sarah Schley	Visiting Instructor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Mark A. Seiden	Visiting Professor (English)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Dr. Daniel Shoreman	Visiting Instructor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Richard Signes	Visiting Assistant Professor (Modern Languages)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00

	Visiting Instructor (Allied Health)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Willard Spence	Visiting Professor (Biology)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Mr. George P. Svitila	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Lawrence E. Symington	Visiting Associate Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Dr. Rona L. Tananbaum	Visiting Assistant Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Peter L. Toohey	Visiting Professor (Education)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Mr. Lawrence E. Towle	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Miles Unger	Visiting Instructor (Art)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Michael Vitale	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Robert Wallace	Visiting Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Dr. Philip Warren	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Dr. Barrie Westerman	Visiting Associate Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Dr. Charles White	Visiting Associate Professor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,400.00
Mr. Michael White	Visiting Assistant Professor (Geography)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Dr. Irving Wolf	Visiting Professor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,536.00
Ms. Emily R. Wood	Visiting Instructor (Home Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Joseph Wronka	Visiting Instructor (Psychology)	*Effective: 8/28/90-12/11/90 Salary: \$2,136.00
Mr. Joseph Wronka	Visiting Instructor (Psychology)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00
Mr. Robert T. Yosca	Visiting Assistant Professor (Mathematics)	Effective: 9/5/90-12/20/90 Salary: \$2,268.00
Mr. William M. Zall, Esq.	Visiting Instructor (Economics)	Effective: 9/5/90-12/20/90 Salary: \$2,136.00