

9-19-1991

## Board of Trustees Meeting Packet, September 19, 1991

Framingham State University

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BOARD OF TRUSTEES\*

Framingham State College

Board Meeting

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

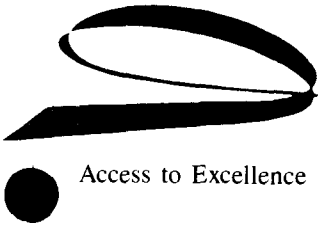
1839 Room, D. Justin McCarthy College Center  
Framingham, Massachusetts

AGENDA

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

\* In keeping with Board of Trustees By-Laws

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



# Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575  
FAX (508) 626-4592

September 19, 1991

## MEMORANDUM

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

### Budget Task Force - 4:00 p.m.

1839 Room, Section B

D. Justin McCarthy College Center

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

AGENDA:

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

### Personnel Task Force - 4:15 p.m.

V.I.P. Room

D. Justin McCarthy College Center

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

AGENDA:

- a. Personnel Actions

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

1839 Room, Section B

D. Justin McCarthy College Center

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

AGENDA:

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

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


1839 Room, Section C

D. Justin McCarthy College Center

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

AGENDA:

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

  
 —Paul F. Weller  
 President

PFW:amd

ATTACHMENT I

FRAMINGHAM STATE COLLEGE

BOARD OF TRUSTEES

September 19, 1991

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

Absent: Trustees Clasby; Hilgenkamp; and Ploof.

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

\* \* \* \* \*

On motion duly made and seconded, it was

VOTED: to approve the May 16, 1991 minutes.

\* \* \* \* \*

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

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

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

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

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

Judge Sweeney and Mr. Haughey left the meeting.

Report of the Chair

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

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

Report of the Task Forces

Budget Task Force

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

Personnel Task Force

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

Following discussion,

\* \* \* \* \*

On motion duly made and seconded, it was

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

\* \* \* \* \*

On motion duly made and seconded, it was

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

\* \* \* \* \*

### Community Relations Task Force

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

### Report of the President

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

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

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

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

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

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

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

President Weller reported the following:

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

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

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

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

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

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

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

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

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

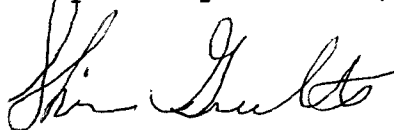
OTHER BUSINESS:

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

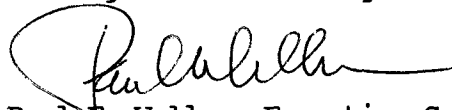
Trustee Lillian Buckley expressed concern with the deterioration of the College's Ecumenical Center. She stated that a Friends of Framingham State College Ecumenical Center group consisting of faculty, staff, students, alumni, and community members has been formed. Since the Ecumenical Center is listed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

The meeting adjourned at 9:00 p.m.

Respectfully submitted,



Sherwin Greenblatt, Chair  
Framingham State College Board of Trustees



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



FRAMINGHAM STATE COLLEGE

BUDGET TASK FORCE

September 19, 1991

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

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

\* \* \* \* \*

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

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

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

(2)

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

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

\* \* \* \* \*

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

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

\* \* \* \* \*

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

(3)

accordance with their guidelines.

\* \* \* \* \*

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

\* \* \* \* \*

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

\* \* \* \* \*

Vice President Horrigan also reported that during the summer months:

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

(4)

recovered from Federal Disaster relief funds.

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

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

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

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















September 19, 1991

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PERSONNEL ACTIONSFULL-TIME TENURE TRACK

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

FULL-TIME APPOINTMENTS

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

FULL-TIME TEMPORARY

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

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

**ADJUNCT FACULTY**

|               |                                |                     |
|---------------|--------------------------------|---------------------|
| Kim, Hie-Joon | Adjunct Professor<br>Chemistry | Effective: 09/01/91 |
|---------------|--------------------------------|---------------------|

VISITING LECTURERS

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

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

EDUCATIONAL LEAVE

|                     |   |                                |
|---------------------|---|--------------------------------|
| Fiorentino, Michael | Assoc. Vice President<br>Academic Affairs | Effective: 06/24/91 - 08/16/91 |
|---------------------|---|--------------------------------|

CHANGE OF STATUS

|                   |                                  |   |
|-------------------|----------------------------------|---|
| Robison, James A. | Communication Arts               | Retirement date changed from<br>Effective: 06/02/91 to<br>07/05/91              |
| Weinstein, Dena   | Career Advisement &<br>Placement | Change to 25 hrs./weekly<br>Salary: \$18,240.04 Annually<br>Effective: 09/01/91 |

RETIREMENTS

|                  |  |                     |
|------------------|--|---------------------|
| Irwin, Leslie W. | Assistant Dean<br>Division of Graduate &<br>Continuing Education | Effective: 10/25/91 |
|------------------|--|---------------------|

RESIGNATIONS

|                   |  |                     |
|-------------------|--|---------------------|
| Cerullo, James F. | Staff Assistant<br>Athletic Trainer                              | Effective: 06/15/91 |
| Hogan, Elisabeth  | Staff Assistant<br>Residence Director                            | Effective: 08/10/91 |
| Munson, Wayne     | Assistant Professor<br>Communication Arts                        | Effective: 07/31/91 |
| Williams, Wayne   | Admissions Counselor<br>Program Coordinator/<br>Student Services | Effective: 06/01/91 |

CORRECTIONS

|                |                         |  |
|----------------|-------------------------|--|
| Wilton, Mariam | Professor<br>Psychology | Sabbatical changed from<br>Academic Year 91-92 to<br>Spring 1992 |
|----------------|-------------------------|--|



September 19, 1991

Personnel Action Summary  
New Full-Time Appointments

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

Full-Time Appointments (Temporary)

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

PERSONNEL ACTIONS  
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

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

PERSONNEL ACTIONS  
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

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

PERSONNEL ACTIONS  
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

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

PERSONNEL ACTIONS  
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

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

PERSONAL ACTIONS  
OFFICE OF GRADUATE AND CONTINUING EDUCATION

ADDENDUM  
-03 APPOINTMENTS

| Instructor                                  | Department    | Rank      | Total<br>Compensation            |
|---|---------------|-----------|----------------------------------|
| <hr style="border-top: 1px dashed black;"/> |               |           |                                  |
| Burnett                                     | Dr. Katherine | Economics | V. Assitant Professor \$2,400.00 |

FRAMINGHAM UNION HOSPITAL  
CONTRACT COURSES

|                           |                |            |                     |   |
|---------------------------|----------------|------------|---------------------|---|
| Cone                      | Dr. Donna      | Psychology | Visiting Instructor | \$2,268.00  |
| Hayes                     | Mrs. A Dorothy | Chemistry  | V. Assoc. Professor | \$5,072.00  |
| LeBlanc                   | Rev. Francis   | Philosophy | Visiting Instructor | \$2,468.00  |
| Mager                     | Dr. Milton     | Biology    | Visiting Professor  | \$1,784.00  |
| Previte                   | Dr. Joseph     | Biology    | Visiting Professor  | \$4,202.00  |
| TOTAL                     |                |            |                     | <hr style="border-top: 1px dashed black;"/> \$18,194.00         |
| PREVIOUS 03 APPOINTMENTS  |                |            |                     | \$376,574.00  |
| <b>TOTAL COMPENSATION</b> |                |            |                     | <hr style="border-top: 1px dashed black;"/> <b>\$394,768.00</b> |