

3-19-1971

## Board of Trustees Minutes, March 19, 1971

Eastern Washington State College

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MINUTES OF THE BOARD OF TRUSTEES MEETING  
Eastern Washington State College  
6:30 p. m. , March 19, 1971  
Council Chamber, PUB, EWSC Campus  
Cheney, Washington

The Board of Trustees of Eastern Washington State College held a business meeting on Friday, March 19, 1971, in the Council Chamber of the Pence Union Building on the campus. The meeting was called to order at 6:50 p. m. by Chairman Mary Wilson. The following were present:

Board Members

Mrs. Frederick Wilson, Jr., Chairman  
Mr. Merle Haffner, Vice Chairman  
Mr. Morris G. Shore  
Mr. Ronald E. Robinson

Staff

Dr. Emerson Shuck, President  
Dr. Daryl Hagie, Dean of Students  
Mr. Fred Johns, Business Manager  
Dr. Philip Marshall, Dean of Academic Affairs  
Dr. Roland Lewis, President, Faculty Organization  
Dr. Wayne Loomis, Director of Facilities Planning  
Mr. Kenneth Dolan, Director, Financial Aid  
Dr. William R. Wynd, Associate Professor of Marketing  
Dr. Grant Thomas, Dean of the Division of Professional Programs  
Dr. Elroy C. McDermott, Chairman of the Department of Management  
Mr. John H. Lothspeich, Secretary, Board of Trustees  
Mr. Kenneth Kennedy, Director, Development and Planning  
Mrs. Judy Prentice, Reporter, Public Information  
Mr. Roger Reed, Assistant Attorney General

MINUTES

Mr. Haffner moved and Mr. Shore seconded the approval of the February 26, 1971, Board of Trustees minutes. The motion carried.

PRESIDENT'S REPORTS

President Shuck reported upon a number of information and pending items.

Faculty Organization President Lewis reported upon a number of information items.

#### PERSONNEL ACTIONS

Mr. Haffner moved and Mr. Shore seconded the approval of items III.A and B, Personnel Actions. The motion carried.

#### SABBATICAL LEAVES

A motion was made by Mr. Haffner with a second by Mr. Robinson to remove from the table and approve the "sabbaticals" as recommended by President Shuck with the proviso that the program for 1971-72 may be contingent upon fiscal emergency requiring cancellation. The motion carried.

Chairman Mary Wilson commented on the high quality of Sabbatical Leave Reports and how much the Board of Trustees appreciates receiving them.

#### FINAL ACCEPTANCE OF CONTRACTS ON HEALTH AND PHYSICAL EDUCATION BUILDING

Mr. Haffner moved and Mr. Shore seconded that the Board approve final acceptance of the following contracts on the Health and Physical Education Building:

Contract No. 68-457 G, Redding Construction Company, for general construction.

Contract No. 68-457 E, Kehne-Crabtree Electric Company, for electrical construction.

Contract No. 68-457 M, Womack and Conboy, for mechanical construction.

The motion carried.

#### FINAL ACCEPTANCE OF CONTRACTS ON PENCE UNION BUILDING

Mr. Robinson moved and Mr. Shore seconded that the Board approve final acceptance of the following contracts on Pence Union Building:

Contract No. 65-059 G, Hoffman Construction Company, for general construction.

Contract No. 65-059 M, Standard Plumbing and Heating, for mechanical construction.

Contract No. 65-059 E, Electric Smith, for electrical construction.

The motion carried.

AWARD OF CONTRACT FOR UTILITY TUNNEL TO SERVE HPE PHASE II BUILDINGS

Mr. Haffner moved and Mr. Shore seconded a motion that the Board approve the awarding of a contract in the amount of \$111,924.00 to Sceva Construction Company for the construction of a utility tunnel to serve HPE Phase II buildings. The motion carried.

AWARD OF A CONTRACT FOR SANITARY SEWER IN WASHINGTON STREET

Mr. Haffner moved and Mr. Shore seconded a motion that the Board approve the awarding of a contract in the amount of \$24,693.00 for the construction of a new sanitary sewer in Washington Street to Power City Communications, Inc. The motion carried.

AWARD OF CONTRACT FOR ADDITION OF AIR-CONDITIONING AND EQUIPMENT IN TAWANKA COMMONS

Mr. Haffner moved and Mr. Shore seconded a motion that the Board approve the awarding of a contract to Senna Service, Inc., in the amount of \$16,298.00 for the addition of air-conditioning facilities and equipment in Tawanka Commons. The motion carried.

AWARD OF ARCHITECTURAL CONTRACT TO DESIGN CAMPUS SITE IMPROVEMENTS

Mr. Haffner moved and Mr. Robinson seconded a motion that an architectural contract be awarded to Richard Haag Associates of Seattle and Environmental Concern Inc. of Spokane for the purpose of designing campus site improvements, with the firm of Richard Carothers Associates of Seattle to be first alternate. The motion carried.

APPROVAL OF BUDGET FOR IMPROVEMENT OF CAMPUS GROUNDS

Mr. Haffner made a motion which was seconded by Mr. Robinson that a budget of \$293,000 be approved by the Board of Trustees for improvements to the campus grounds including the central mall area. The motion carried.

ENROLLMENT FEES FOR 1971 SUMMER QUARTER

Mr. Haffner moved and Mr. Shore seconded a motion that enrollment fees for the 1971 Summer Quarter be established as \$149 for full-time students and \$21 per student credit hour (\$42 minimum) for part-time students. The motion carried.

TRANSFER OF FUNDS

Mr. Robinson moved and Mr. Shore seconded Board approval of a recommendation to transfer \$4,061 from the Associated Students Fund to Unexpended Local Plant Fund to finance the construction of a new dark room for The Easterner in the Isle Union Building. The motion carried.

#### INVESTING OF FUNDS

Mr. Haffner made a motion which Mr. Shore seconded that the Board approve the recommendation that Mr. James E. Rogers, Controller, be authorized to invest funds temporarily surplus to current needs, under the direction of the Business Manager and consistent with investment policy established by the Board of Trustees. The motion carried.

#### LEASE OF CLASSROOM SPACE

Mr. Haffner made a motion which Mr. Shore seconded that the Board approve leasing classroom space to the Cheney School District for a special program at a special rate. The motion carried.

#### SPECIAL FEES FOR SUMMER WORKSHOPS

Mr. Shore moved and Mr. Haffner seconded a motion for Board approval of special fees for summer workshops in Orchestral Conducting, Piano Master Class, and Choral Symposium. The motion carried.

#### ADJOURNMENT

The meeting adjourned at 7:50 p.m., with the next meeting scheduled for April 23, 1971, on the campus of Eastern Washington State College.

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Mrs. Frederick Wilson, Jr.  
Chairman

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Mr. John H. Lothspeich  
Secretary

## AGENDA

Board of Trustees Meeting  
6:30 p.m., March 19, 1971  
Council Chamber, PUB, EWSC Campus  
Cheney, Washington

- I. Approval of the minutes of the Board meeting held February 26, 1971.
- II. President's Reports
  - A. Dr. Emerson Shuck
  - B. Dr. Roland B. Lewis
  - C. Mr. Anton Rasmussen
  - D. Mr. Clint Hill
- III. Personnel Actions
  - A. Academic
  - B. Administrative
- IV. Policy and Procedure Recommendations
  - A. Old Business--None
  - B. Building and Planning Recommendations
    - ✓1. Final acceptance of the following contracts on the Health and Physical Education Building is recommended. The above recommendation is offered subject to the contractors' completion of the remaining punch list items by the time of the meeting.
      - A. Contract No. 68-457 G, Redding Construction Company, for general construction.
      - B. Contract No. 68-457 E, Kehne-Crabtree Electric Company, for electrical construction.
      - C. Contract No. *Wolmack and Conroy, for mechanical const.*
    - ✓2. Final acceptance of the following contracts on the Pence Union Building is recommended. The above recommendation is offered subject to the contractors' completion of the remaining punch list items by the time of the meeting.
      - A. Contract No. 65-059 G, Hoffman Construction Company, for general construction.
      - B. Contract No. 65-059 M, Standard Plumbing and Heating, for mechanical construction.

Building and Planning Recommendations, Continued

C. Contract No. 65-059 E, Electric Smith, for electrical construction.

✓ 3. Action on the award of three construction contracts as recommended in Attachment IV.B.3. *A, B, and C.*

✓ 4. Action on the award of an architectural contract for the design of campus site improvements as recommended in Attachment IV.B.4.

*\$,833 % of  
construction costs*

C. Business and Financial

✓ 1. Approval is requested for a total budget of \$293,000 for improvement of the campus grounds, including the central mall area. (Attachment IV.C.1) This was presented to the Board at its January meeting as an advance information item.

✓ 2. It is recommended that enrollment fees for the 1971 Summer Quarter be established as \$149 for full-time students and \$21 per student credit hour (\$42 minimum) for part-time students. (Attachment IV.C.2)

✓ 3. Recommend transfer of \$4,061 from Associated Students Fund to Unexpended Local Plant Fund to finance the construction of a new dark room for the Easterner in the Isle Union Building. (Attachment IV.C.3)

✓ 4. It is recommended that Mr. James E. Rogers, Controller, be authorized to invest funds temporarily surplus to current needs, under the direction of the Business Manager and consistent with investment policy established by the Board of Trustees. (Attachment IV.C.4)

✓ 5. Lease of Classroom space to Cheney School District for special program at a special rate. (Attachment IV.C.5)

D. New Business

✓ 1. Approval of special fees for summer workshops in Orchestral Conducting, Piano Master Class, and Choral Symposium. (Attachment IV.D.1)

V. Information Items

The following information items have been received and distributed to the Board:

1. Out-of-State Travel for the month of February, 1971.

Information Items, Continued

2. Investments Earning Status Report for period ending February 28, 1971.
3. Status Report on Classified Staff for February, 1971.
4. Minutes of the Undergraduate Affairs Council meeting of February 17 and March 3, 1971.
5. Minutes of the Academic Senate meeting of February 22, 1971.
6. Minutes of the Business Affairs Council meeting of February 16, 1971.
7. Minutes of the Board of Trustees of Central Washington State College meeting of January 22, 1971.
8. Minutes of the Board of Trustees of The Evergreen State College meeting of January 25, 1971.
9. Sabbatical Leave Report by Dr. Marion Bacon, Department of Biology.
10. Sabbatical Leave Report by David S. Weekes, Assistant Professor of English.
11. Letter to Senator Martin J. Durkan, dated March 10, 1971, concerning Expo '74.
12. Letter to Dr. Emerson Shuck, dated March 1, 1971, concerning the tutoring program at the Community Mental Health Center.
13. The Board of Trustees has been named beneficiary on an insurance policy taken out by Mr. James Allen Svoboda of Cheney, Washington. Mr. Kennedy has acknowledged the bequest and expressed the appreciation of the College.
14. Winter Quarter 1971 Commencement Program.



III. PERSONNEL ACTIONS

A. Academic

1. Appointments

Faculty - 1970-71

Midgley, Elaine, Substitute Teacher, Campus School, 1/2 day,  
February 17, 1971. Salary: \$12.50.

Murphy, Edna, Substitute Teacher, Campus School, 1-3/4  
days, February 18, 22, and 23, 1971. Salary: \$43.75.

Robinson, Kathlyn, Substitute Teacher, Campus School, 1-1/2  
days, February 19, 22, and 25, 1971. Salary: \$37.50.

Stravens, James, Lecturer in Planning, Spring Quarter.  
Salary: \$800.

Library - 1970-71

You, Kyoung-Ja C., Visiting Catalog Librarian, March 1 to  
July 16, 1971. Salary: \$3,338.08.

Summer Quarter 1971 Faculty

Flynn, James D., Assistant Professor of Education, 5 credit  
hours. Salary: \$1,333.

Mills, George E., Visiting Assistant Professor of Education,  
11 credit hours. Salary: \$2,200.

Faculty - 1971-72

Bocaz, Sergio H., Assistant Professor of Spanish, full time.  
Salary: \$10,000; with doctorate, \$11,000.

Marshall, James R., Assistant Professor of Geography, full  
time. Salary: \$10,000; with doctorate, \$11,000. (Grant)

2. Leave of Absence (without pay)

Syhlman, William D., Extension of leave of absence for one  
additional year (1971-72).

3. Change of Status

Prince, Alfred J., Professor of Sociology. Extension of  
appointment as Chairman, Department of Sociology,  
beginning September 1, 1971 and ending August 31, 1973.

4. Salary Adjustments

Gunderson, Herbert E., Assistant Professor of Speech.  
Salary base adjusted from \$11,850 to \$12,850  
upon completion of Ph. D. degree, effective  
March 1, 1971.

Hugo, Arthur N., Graduate Teaching Fellow in Social  
Science Education, Winter Quarter. Salary  
changed from \$900 to \$600.

5. Resignations or Terminations

Antonucci, Tony, Supervising Teacher, Upward Bound  
Program. Termination due to budget limitation  
on grant funds, effective March 1, 1971.

Arger, Gene, Supervising Teacher, Upward Bound  
Program. Termination due to budget limitation  
on grant funds, effective March 1, 1971.

Coldsnow, Jack, Supervising Teacher, Upward Bound  
Program. Termination due to budget limitation  
on grant funds, effective March 1, 1971.

Myers, Robert L., Assistant Professor of Education;  
resignation effective June 11, 1971.

Smith, Virginia A., Visiting Assistant Professor of  
Elementary Education; resignation effective  
June 11, 1971.

Wiggins, Clarence, Supervising Teacher, Upward Bound  
Program. Termination due to budget limitation  
on grant funds, effective March 1, 1971.

6. Sabbatical Leave Reports

Reports by Marion Bacon, Professor of Biology, and  
by David S. Weekes, Assistant Professor of  
English. (See Information Items)

7. Retention of Non-Tenured Faculty and Library Staff - 1971-72

Albert, James B., Assistant Professor of Music (1968)  
Anderson, James, Special Lecturer in P.E. (1969) (Pt. time)  
Anderson, Philip N., Assistant Professor of Accounting (1965)  
Andrews, Rollin D., III, Assistant (1968)  
Aplin, Glenn R., Assistant Professor of Education (1968)  
Atwood, Robert W., Assistant Professor of Psychology (1967)  
Balabanis, Achilles, Assistant Professor of Music (1969)  
Barber, William, Professor of Psychology (1969)

7. Retention of Non-Tenured Faculty and Library Staff (Continued)

Barr, William E., Assistant Professor of History (1970)  
Beal, Bruce D., Instructor in Art (1968)  
Billings, Lloyd C., Associate Professor of Finance (1969)  
Boles, Stamey L., Assistant Professor of Radio-TV (1968)  
Boulanger, Norman C., Assistant Professor of Drama (1970)  
Bown, Charles C., Associate Professor of Finance (1969)  
Bucklin, Edith P., Assistant Professor of Physical Ed. (1969)  
Bumpus, Jerry D., Assistant Professor of English (1968)  
Burnham, Kent R., Assistant Professor of Business Ed. (1966) (1970)  
Busckohl, James L., Assistant Professor of English (1970)  
Byrnes, Curtis L., Instructor in Physical Education (1970)  
Callender, Lynn R., Associate Professor of Education (1970)  
Carey, Richard J., Associate Professor of French (1969)  
Cary, Donald P., Instructor in Radio-TV (1970)  
Carr, Robert L., Assistant Professor of Biology (1969)  
Christian, Raymond W., Assistant Professor of Geography (1970)  
Christopher, Stefan C., Associate Professor of Sociology (1970)  
Christopher, Steven B., Assistant Professor of Psychology (1969)  
Coffee, Curtis W., Associate Professor of Music (1970)  
Corbin, Lu Diane, Assistant Professor of French (1970)  
Craig, James M., Assistant Professor of Audiology (1967)  
Dalapas, Antonia, Assistant Professor of Music (1969)  
Dalla, Ronald H., Assistant Professor of Mathematics (1970)  
Daniels, William E., Visiting Assistant Professor of Bus.Ed. (1970)  
Davis, Maxine M., Assistant Professor of Physical Ed. (1970)  
Detsch, Richard R., Assistant Professor of German (1970)  
Devin, R. Boyd, Assistant Professor of Drama (1969)  
Dors, A. George, Assistant Professor of Mathematics (1970)  
Duenow, John A., Assistant Professor of Music (1970)  
Durrie, George A., Assistant Professor of Pol. Science (1970)  
Elton, Robert H., Assistant Professor of Psychology (1970)  
Engel, Eldon, Assistant Professor of Education (1967) (Pt. time)  
Engene, Gene, Visiting Instructor in Drama (1970)  
Engquist, Michael L., Assistant Professor of Mathematics (1969)  
Fankhauser, Kathleen, Student Teacher Supervisor (1970) (Pt. time)  
Ferrell, Donald W., Assistant Professor of History (1969)  
Folsom, Michael M., Assistant Professor of Geography (1970)  
Forsman, Earl N., Assistant Professor of Physics (Wtr. 1970)  
Gariepy, Robert J., Associate Prof. of Hum. & English (1968)  
Geary, John K., Assistant Professor of English (1970)  
George, Philip R., Associate Professor of Education (1968)  
Gerber, Sterling K., Associate Professor of Psychology (1970)  
Gibbs, Robert E., Assistant Professor of Physics (1970)  
Gilbert, Reta A., Assistant Professor of Speech (1969)  
Godfrey, Larry E., Assistant Professor of English (1970)  
Goetter, Wm. G. J., Vis. Asst. Prof. of Elem. Education (1970)  
Gohlert, Ernst W., Assistant Professor of Pol. Science (1970)  
Hagelstange, Gabriele, Assistant Professor of German (Wtr. 1970)  
Hahn, Patricia, Assistant Professor of Speech (1968)  
Halbert, Jean S., Student Teacher Supervisor (1970) (Pt. time)  
Hall, Wayne H., Asst. Prof. of Math. & Education (1970)  
Hamel, Ray O., Assistant Professor of Mathematics (1970)

7. Retention of Non-Tenured Faculty and Library Staff (Continued)

Hanegan, James L., Assistant Professor of Biology (1970)  
Hanes, Kit, Assistant Professor of Mathematics (1970)  
Hanke, John E., Assistant Prof. of Quant. Analysis (1970)  
Harman, Roger E., Assistant Professor of Psychology (1970)  
Hasan, Syed M., Assistant Prof. of Management (1969)  
Hashmi, Bilal, Assistant Professor of Sociology (1969)  
Hasse, Elwyn R., Special Lecturer in P.E. (1968) (Pt. time)  
Haugen, David M., Assistant Professor of Speech Pathol. (1969)  
Haushalter, Wm. R., Assistant Professor of Speech (1969)  
Henry, John R., Visiting Instructor in Art (1970)  
Hermanson, Robert B., Assistant Prof. of Management (1970)  
Herold, Robert C., Assistant Prof. of Political Sci. (1969)  
Hiltabrand, Robert R., Assistant Professor of Geology (1970)  
Houseworth, Donald E., Associate Prof. of Sociology (1970)  
Howard, James M., Assistant Professor of Education (1970)  
Humes, Ellen, Visiting Instructor in Art (1969)  
Hunsaker, Donald E., Assistant Prof. of Psychology (1970)  
Innes, John S., Assistant Professor of History (1968)  
Jacobs, Marjorie R., Documents Librarian (1967)  
Johnson, Merritt A., Spec. Lect. in Bus. Law (1952) (Pt. time)  
Johnson, Sidney J., Instructor in Management (1970)  
Johnston, Mary B., Assoc. Prof. of Home Economics (Wtr. 1970)  
Jones, Charlotte, Serials Librarian (1968)  
Kammerzell, Mary H., Vis. Instructor in Elem. Ed. (1970)  
Kasuga, Sidney K., Assistant Professor of Biology (1970)  
Kavaloski, Charles D., Associate Professor of Physics (1968)  
Kellam, Bruce J., Assistant Prof. of Marketing (1969)  
Kent, E. Allen, Assistant Professor of Drama (1969)  
Keyser, Robert W., Assistant Professor of Sociology (1969)  
Kieswetter, James K., Assistant Professor of History (1968)  
Kiver, Eugene P., Assistant Professor of Geology (1968)  
Kleven, Keith D., Assistant Professor of Physical Ed. (1970)  
Kraft, Lawrence A., Assistant Professor of Speech (1966)  
Kraft, Wayne B., Assistant Professor of German (1968)  
Kran, Barbara Y., Instructor in Art (1970)  
Kuo, David, Assistant Professor of Philosophy (1969)  
Lake, Don R., Reference Librarian--Social Sci. (1964)(1968)  
Lauritsen, Frederick M., Assistant Professor of History (1969)  
Lazzar, Dennis D., Visiting Instructor in P.E. (1970)  
Lefler, Andrea, Instructor in Management (1970)  
Leggett, Louise M., Vis. Inst. in Elementary Ed. (1970)  
Liu, Tsung-Hua, Assistant Professor of Economics (1970)  
Magafas, Anita H., Assistant Prof. of Recreat. & Pks. Adm. (1970)  
Mahoney, Shane E., Assistant Professor of Pol. Sci. (1969)  
Malaby, John E., Assistant Professor of Psychology (1968)  
Marchant, Carroll B., Associate Professor of Education (1970)  
Martin, Jackson J., Associate Professor of Education (1969)  
Martin, Waldo D., Assoc. Prof. of Ind. Ed. & Tech. (1970)  
Massengale, John D., Assistant Professor of P.E. (1969)  
McAuley, James J., Assistant Professor of English (1970)  
McHenry, Diane, Instructor in Dental Hygiene (1970)

7. Retention of Non-Tenured Faculty and Library Staff (Continued)

McLarren, George, Lecturer in Physical Education (1967) (Pt. time)  
McManis, Donald, Associate Professor of Psychology (1969)  
Meersman, John R., Assistant Professor of Business Law (1966)  
Miller, Charles E., Assistant Professor of Education (1969)  
Mills, Hubert P., Associate Professor of Management (1970)  
Minor, Charles B., Associate Professor of English (1969)  
Mitchell, Bruce M., Assistant Professor of Education (1968)  
Morgenstern, Robert E., Assistant Professor of Psychology (1970)  
Mumma, Martin D., Assistant Professor of Geology (1969)  
Muston, Donald G., Assistant Professor of Management (1970)  
Mutschler, Felix E., Associate Professor of Geology (1969)  
Myers, James N., Assistant Librarian--Tech. Serv. (1970)  
Neils, Allan E., Assistant Professor of Economics (1969)  
Nelson, Frank E., Assistant Professor of Bus. Ed. (1968)  
Odum, Benjamin C., Assistant Professor of History (1970)  
Oliver, Marvin E., Associate Professor of Education (1970)  
O'Swald, Harriet, Assistant Professor of German (1969)  
Pallister, Helen, Associate Professor of Psychology (1968)  
Palmer, Kermit G., Associate Professor of Business Ed. (1968)  
Parker, O. Jerry, Assistant Professor of Chemistry (1968)  
Parsons, Dora B., Vis. Instructor in P.E. (1970)  
Pelluer, J. Arnold, Assistant Professor of P.E. (1970)  
Perdue, William D., Vis. Asst. Prof. of Sociology (1969)  
Pierce, Keith A., Associate Professor of Education (1970)  
Prather, Daniel B., Assistant Professor of Geog. (Spr. 1971)  
Pyle, Thomas W., Assistant Professor of Psychology (1969)  
Quincy, Herbert K., Assistant Professor of Pol. Sci. (1970)  
Raley, Adam R., Assistant Prof. of Hum. & Philos. (1970)  
Raver, Ronald J., Instructor in Physical Education (1968)  
Rea, Jay, Catalog Librarian (1970)  
Remmerde, Barbara L., Reference Librarian (1970)  
Rich, Robert O., Assistant Professor of Sociology (1970)  
Ritter, Preston O., Assistant Professor of Chemistry (1970)  
Rosekrans, Frank M. III, Assistant Professor of Psych. (1969)  
Ross, John A., Assistant Professor of Sociology (1968)  
Rostkoski, David S., Associate Professor of Music (1970)  
Roth, Irvin J., Assistant Professor of Geography (1968)  
Rottmayer, William A., Assistant Professor of Philosophy (1970)  
Runeberg, Kenneth A., Instructor in Accounting (1967)  
Salsbury, Robert E., Jr., Associate Professor of Education (1968)  
Sampson, Dick T., Associate Professor of Psychology (1967)  
Schuster, Joseph F., Associate Professor of Political Sci. (1968)  
Scott, Stephen H., Assistant Professor of Philosophy (1969)  
Shapiro, Howard M., Assistant Professor of Accounting (1970)  
Shin, Suk-Han, Assistant Professor of Geography (1969)  
Simmons, Steven M., Assistant Professor of Mathematics (1969)  
Smith, Clifton M., Assoc. Professor of Dental Hygiene (Wtr. 1970)  
Smith, Grant W., Assistant Professor of English (1968)  
Snyder, Russell A., Associate Professor of Economics (1969)  
Steele, William K., Assistant Professor of Geology (1970)

7. Retention of Non-Tenured Faculty and Library Staff (Continued)

Stephens, Jack J., Associate Professor of Sociology (1970)  
Stone, Wesley C., Assistant Professor of Mathematics (1970)  
Strange, Fred S., Assistant Professor of Anthropology (1970)  
Stueckle, Arnold F., Assistant Professor of Education (1968)  
Swan, Jack A., Assistant Professor of Mathematics (1970)  
Thomas, W. Radford, Professor of Art (1970)  
Tibbitts, Thorne L., Asst. Prof. of Rec. & Parks Adm. (1960)(1969)  
Tracy, Joan, Head Catalog Librarian (1968)  
Triplett, Lynn G., Assistant Professor of History (1970)  
Trulove, W. T., Assistant Professor of Economics (1969)  
Tweedie, Stephen W., Assistant Professor of Geography (1969)  
Urcia, Ingeborg O., Assistant Professor of English (1969)  
Vigfusson, Norman L., Assistant Professor of Biology (1969)  
Wall, Donald C., Associate Professor of English & Hum. (1970)  
Wallace, Susan E., Audio-Visual Librarian (1968)  
Webster, Robert A., Assistant Professor of Geography (1969)  
Weller, Philip J., Assistant Professor of English (1969)  
Whitcomb, Richard O., Professor of German (1968)  
White, Noel D., Assistant Professor of Speech (1970)  
Wiley, Don D., Associate Professor of Library Science (1970)  
Wilkins, Robert F., Assistant Professor of Education (1968)  
Williams, William G., Assistant Professor of Education (1969)  
Wilson, Lewellyn L., Associate Professor of Speech (1968)  
Wong, Heung T., Assistant Professor of History (1968)  
Wright, Matthew T., Assistant Professor of Higher Ed. (1970)  
Wynd, William R., Associate Professor of Marketing (1970)  
Yarwood, Edmund, Assistant Professor of Russian & Eng. (1968)  
You, Jong S., Assistant Professor of Economics (1970)  
Zimmerman, Niel T., Assistant Professor of Pol. Sci. (1970)  
Zurenko, John G., Assistant Professor of Quant. Anal. (1968)  
Zyskowski, Martin J., Assistant Professor of Music (1968)

Retention with Terminal Contract

Albert, William C., Visiting Assistant Professor of  
Sociology (1969)  
Buerger, Peter B., Assistant Professor of Psychology (1970);  
terminal contract with provision for review.  
Walrath, Larry C., Assistant Professor of Psychology (1970);  
terminal contract with provision for review.

Board of Trustees Meeting  
March 19, 1971

III. PERSONNEL ACTIONS

Administrative

Salary Adjustments

Hanenburg, Betty, Secretary to the President. Change to new base annual salary rate of \$9,240 effective March 1, 1971.

Hughes, Eleanor, Administrative Secretary to Dean of Academic Affairs. Change to new base annual salary rate of \$8,400 effective March 1, 1971.

8. Promotions - 1971-72

To Professor:

- Anast, Philip, Associate Professor of Psychology ✓
- Booth, Charles W., Associate Professor of Geography ✓
- Hamblin, Edward, Associate Professor of Educa. & Econ. ✓
- Huston, Frances, Associate Professor of English ✓
- Kass, Henry D., Associate Professor of Pol. Sci. ✓
- Kavaloski, Charles D., Associate Professor of Physics ✓
- McDermott, Elroy C., Associate Professor of Management ✓
- McKeehan, James E., Associate Professor of Mathematics ✓
- Morrow, Robert T., Associate Professor of Education ✓
- Simms, Horace R., Associate Professor of Biology ✓
- Sims, Benjamin T., Associate Professor of Mathematics ✓
- 12 Wilson, Lewellyn L., Associate Professor of Speech ✓

To Associate Professor:

- Albert, James B., Assistant Professor of Music ✓
- Atwood, Robert W., Assistant Professor of Psychology ✓
- Beaver, Elizabeth, Assistant Professor of Home Ec. ✓
- Bumpus, Jerry D., Assistant Professor of English ✓
- Craig, James Marvin, Assistant Professor of Audiology ✓
- Devin, Ronald Boyd, Assistant Professor of Drama ✓
- Estes, Gerald F., Assistant Prof. of Office Admin. ✓
- Gibbons, Rae Theodore, Assistant Professor of Philosophy ✓
- Groenen, Cornelius, Assistant Professor of French ✓
- Gunderson, Herbert, Assistant Professor of Speech ✓
- Hahn, Patricia Ann, Assistant Professor of Speech ✓
- Hepton, Lula, Assistant Professor of Education ✓
- Hornfelt, Archie, Asst. Prof. of Industrial Ed. & Tech. ✓
- Keefer, Roland, Assistant Professor of Mathematics ✓
- Keller, Sarah Ann C., Assistant Professor of Anthro. ✓
- Kieswetter, James K., Assistant Professor of History ✓
- Kingsly, Bernard, Assistant Professor of Education ✓
- Kiver, Eugene P., Assistant Professor of Geology ✓
- Massengale, John D., Assistant Professor of P.E. ✓
- McManus, Patrick F., Assistant Professor of English ✓
- Meersman, John R., Assistant Professor of Business Law ✓
- Midgley, Thomas Keith, Assistant Professor of Education ✓
- Miller, Charles E., Assistant Professor of Education ✓
- Mitchell, Bruce M., Assistant Professor of Education ✓
- Mumma, Martin D., Assistant Professor of Geology ✓
- Parker, O. Jerry, Assistant Professor of Chemistry ✓
- Rivers, Travis, Assistant Professor of Music ✓
- Sage, Bill B., Assistant Professor of Art ✓
- Sawyer, Ray C., Assistant Professor of Mathematics ✓
- Stueckle, Arnold F., Assistant Professor of Education ✓
- Sullivan, Hugh D., Assistant Professor of Mathematics ✓
- Westrum, Wesley, Assistant Professor of Music ✓
- Williams, William C., Assistant Professor of ~~Geology~~ Education ✓
- Zurenko, John, Asst. Prof. of Quantitative Analysis ✓

Wilkens, Robt



8. Promotions - 1971-72 (Continued)

To Assistant Professor:

- ✓ Beal, Bruce D., Instructor in Art
- ✓ Benson, Jack C., Instructor in P.E.
- ✓ Coontz, Patricia J., Instructor in English
- Humes, Ellen L., Visiting Instructor in Art ✓
- Patton, Nancy L., Instructor in English
- Surbeck, Camilla, Instructor in Elementary Education

Addition to III (2):

Leave of Absence (without pay)

Wooten, Brent, Assistant Professor of HPE. Leave without pay academic year 1971-72.

Addition to III (3):

Change of Status

Massengale, John D., Assistant Professor of P.E. Appointment as Head Football Coach beginning September 1971.

*(See Mr. Johns' explanation  
bottom pg. 2 so larger report  
won't have to be given to Board)*

Status Report  
Classified Staff  
March 1971

I. Number of Classified Staff

365

II. Appointments

Mikael Cramer, Custodial Worker I for Physical Plant.

March 4, 1971, \$461 per month. Replacing Irene Byrne.

Carol Donnelly, Clerk Typist I for Kennedy Library.

March 11, 1971, \$372 per month. Replacing Louise Perry.

Karen Lerch, Language Lab Assistant for Foreign Languages.

March 17, 1971, \$372 per month. Replacing Kathy Parks.

David Mathena, Custodial Worker I for Housing.

March 23, 1971, \$461 per month. Replacing James Culliton.

Lorraine McMillan, Food Service Worker I for Tawanka Commons.

March 30, 1971, \$388 per month. Replacing Colleen Kunkel.

Joanne Perry, Secretary Steno II for Education Dept.

March 17, 1971, \$481 per month. Temporary replacement for  
Donna Fulwyler (through June 11, 1971).

Ronald Provinsal, Custodial Worker I for Physical Plant.

March 13, 1971, \$461 per month. New position.

Ben Rains, Custodial Worker I for Physical Plant.

March 1, 1971, \$461 per month. Replacing Morris Riblett.

Maurine Vaughan, Clerk Typist I for Math Dept.

March 15, 1971, \$372 per month. Replacing Nancy Shearer.

III. Resignations

Orville Barnhart, Groundskeeper for Physical Plant.

March 5, 1971. To be paid 15 days, 6 hours of accrued annual leave.

James Culliton, Custodial Worker I for Housing.

March 2, 1971.

Colleen Kunkel, Food Service Worker I for Tawanka Commons.

March 11, 1971. To be paid 3 days of accrued annual leave and 8 hours  
of overtime worked.

Sharon Ludwig, Programmer II for Data Processing.

March 31, 1971. To be paid 9 days of accrued annual leave.

III. Resignations - continued

Johna Packebush, Food Service Worker I for Tawanka Commons.  
March 18, 1971. To be paid 4 days of accrued annual leave.

Kathy Parks, Language Lab Assistant for Foreign Languages.  
March 19, 1971. To be paid 1 day of accrued annual leave.

Louise Perry, Clerk Typist I for Kennedy Library.  
March 5, 1971. To be paid 6 days of accrued annual leave.

Jeannine Thomas, Clerk Typist II for Education Dept.  
March 5, 1971.

Lenora Watson, Stores Clerk for Campus Services.  
March 31, 1971. To be paid 22 hours, 30 minutes of accrued  
annual leave.

IV. On Leave

Donna Fulwyler, Secretary Steno II for Education Dept.  
March 22, 1971 through June 21, 1971.

Marlene Thompson, Secretary Steno II for President's Office.  
March 1, 1971 through July 31, 1971.

V. Return from Leave

None

VI. Other Changes

Jean Calhoun, Secretary Steno I for Speech Dept.  
March 15, 1971, \$406 per month. Reallocation.

Nyla Coombs, Secretary Steno I for Chemistry.  
March 1, 1971. Budget change to Chemistry/Physics.

Nancy Shearer, Clerk Typist II for Education Dept.  
March 3, 1971. Replacing Jeannine Thomas. Promotion from Math Dept.

VII. Salary Increments

As of March 1, 1971, Eastern Washington State College implemented the second and final phase of its two-phase compensation plan for Civil Service employees, approved by the Higher Education Personnel Board in April of 1970.

The first phase of the plan called for a 2% across-the-board "keep-up" (cost of living) factor. The last phase, in March of this year, added another 2% across-the-board "keep-up" factor, plus an average of 3.96% "catch-up," (prevailing rate, August of 1969), factor for an average increase during Fiscal 1970-71 of 7.96%.

The two-phase compensation plan allowed Civil Service salaries to come closer to the 10.35% average total increase adopted by the HEPB for Eastern.

VII. Salary Increments - continued

although the cost of the plan was no more than if employees had been granted a 4% across-the-board increase in July of 1970. (The 1970 legislature had granted only sufficient funds for a 4% increase.)

VII. Salary Increments - Effective March 1, 1971

January

George Anderson, Groundskeeper for Physical Plant.  
\$561 to \$599.

James Culliton, Custodial Worker I for Housing.  
\$432 to \$461.

Robert Dalager, Custodial Worker I for Student Activities.  
\$432 to \$461.

Lavina Davis, Bookkeeping Machine Operator for Data Processing.  
\$561 to \$599.

Joan DeGon, Custodial Worker I for Housing.  
\$452 to \$481.

Kathleen Deininger, Library Assistant II for Kennedy Library.  
\$561 to \$572.

Deborah Ellsworth, Secretary Steno I for Student Activities.  
\$380 to \$406.

Leland Flikke, Groundskeeper for Physical Plant.  
\$561 to \$599.

Edith Flores, Library Assistant I for Kennedy Library.  
\$398 to \$406.

Dennis Fox, Gardener for Physical Plant.  
\$587 to \$624.

Jennie Frohne, Custodial Worker I for College Center.  
\$432 to \$461.

Patricia Fulgham, Secretary Steno II for Management.  
\$452 to \$481.

Ruby Gambrel, Secretary Steno II for Music Dept.  
\$538 to \$572.

Wayne Gander, Custodial Worker II for Physical Plant.  
\$538 to \$572.

Delbert Gibson, Custodial Worker I for Physical Plant.  
\$432 to \$461.

VII. Salary Increments - continued

Arthur Haines, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Carole Hansen, Food Service Worker I for Tawanka Commons.  
\$398 to \$406.

Gladys Harris, Cashier II for Fiscal Operations.  
\$472 to \$503.

Mary Ann Heydt, Custodial Worker I for Physical Plant.  
\$472 to \$503.

Mike Hixson, Custodial Worker I for Housing.  
\$432 to \$461.

Donald Hogeboom, Custodial Worker II for Physical Plant.  
\$514 to \$549.

Thomas Huston, Custodial Worker I for College Center.  
\$432 to \$461.

Betty Johnson, Secretary Steno I for Urban Planning and Urban Reg. Instru.  
\$398 to \$423.

Retha Just, Custodial Worker I for Housing.  
\$432 to \$461.

Don Klaus, Science Shop Technician for Science Dept.  
\$699 to \$744.

Diane Lauff, Key punch Operator I for Data Processing.  
\$432 to \$441.

Carol Llewellyn, Secretary Steno II for Central Advising.  
\$452 to \$481.

Retha Lucas, Custodial Worker I for Housing.  
\$432 to \$461.

Penelope Lund, Secretary Steno II for IMC.  
\$472 to \$503.

Lynda MacQuarrie, Clerk Typist I for Central Advising.  
\$365 to \$372.

Nancy McConnell, Registration Clerk II for Registrar.  
\$432 to \$441.

VII. Salary Increments - continued

Rise Mercier, Secretary Steno I for Foreign Languages.  
\$398 to \$423.

Clyde Nance, Custodial Worker II for Physical Plant.  
\$514 to \$549.

Chester Palmer, Tradeshelper for Physical Plant  
\$561 to \$599.

Ruth Palmer, Account Clerk II for Business Office.  
\$538 to \$572.

Melanie Perdue, Clerical Office Supv. for Registrar.  
\$514 to \$599.

LeRoy Petrick, Custodial Worker I for College Center.  
\$432 to \$461.

Hilda Phillips, Custodial Worker I for Physical Plant.  
\$514 to \$549.

Deborah Pietz, Clerk Typist I for English Dept.  
\$380 to \$388.

Leo Priddis, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Katherine Reiha, Registration Clerk II for Registrar.  
\$452 to \$461.

Beth Roblin, Cashier I for College Center.  
\$174.50 to \$178. (50%)

Joan Slosser, Secretary Steno II for Science.  
\$493 to \$524.

Carla Snyder, Clerk Typist II for Military Science.  
\$452 to \$461.

Lucile Stevens, Secretary Steno II for English Dept.  
\$538 to \$572.

Marjorie Stone, Account Clerk II for Student Activities.  
\$561 to \$599.

Gale Taylor, Steam Engineer I for Physical Plant.  
\$561 to \$599.

VII. Salary Increments - continued

Ruth Taylor, Custodial Worker I for Physical Plant.  
\$452 to \$481.

Theodore Taylor, Groundskeeper for Physical Plant.  
\$514 to \$549.

Dolores Trull, Cook I for Tawanka Commons.  
\$538 to \$549.

Frank Vernon, Landscape Gardener for Physical Plant.  
\$640 to \$681.

February

Emma Albershardt, Food Service Worker I for Tawanka Commons.  
\$452 to \$461.

JoAnn Ames, Clerk Typist I for Placement.  
\$365 to \$372.

Retta Babcock, Language Lab Technician for Foreign Languages.  
\$514 to \$524.

Peggy Brandsma, Clerk Typist II for Registrar.  
\$452 to \$461.

Tuney Chapman, Groundskeeper for Campus Services.  
\$514 to \$549.

Hilma Curtis, Cook I for Tawanka Commons.  
\$514 to \$524.

Margaret Dare, Account Clerk II for Fiscal Operations.  
\$538 to \$572.

Carl Davis, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Sally Elmore, Clerk Typist I for Music Dept.  
\$365 to \$372.

William Fausett, Utility Services Foreman for Physical Plant.  
\$870 to \$928.

John Ferguson, Maintenance Mechanic I for Physical Plant.  
\$729 to \$777.



VII. Salary Increments - continued

Elsie Gebhardt, Food Service Worker I for Tawanka Commons  
\$380 to \$388.

Marilyn Gilstrap, Account Clerk I for Accounts Payable.  
\$432 to \$461.

Vivien Harvey, Account Clerk II for Tawanka Commons.  
\$561 to \$599.

Gertrude Hopp, Food Service Worker II for Tawanka Commons.  
\$472 to \$481.

Jay Johns, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Joan Schmauder, Food Service Supv. for Tawanka Commons.  
\$762 to \$777.

Richard Schulz, Electronics Technician for IMC.  
\$797 to \$849.

Harold Sidel, Custodial Worker I for Housing.  
\$432 to \$461.

March

Lonnie Christensen, Custodial Worker II for Physical Plant.  
\$561 to \$624.

Bert Conrath, Tradeshelper for Physical Plant.  
\$561 to \$624.

James Fleming, Offset Duplicating Operator for Campus Services.  
\$472 to \$481.

Russell Gambrel, Tradeshelper for Physical Plant.  
\$587 to \$653.

Lorraine Gargano, Account Clerk I for Fiscal Operations.  
\$415 to \$461.

Allyson Godwin, Secretary Steno I for Economics.  
\$380 to \$423.

Ronald Hess, Steam Engineer I for Physical Plant.  
\$561 to \$624.

VII. Salary Increments - continued

Elizabeth Johnston, Food Service Worker I for Tawanka Commons.  
\$398 to \$423.

Elisabeth Lafferty, Cashier I for College Bookstore.  
\$349 to \$356.

Loretta Larson, Secretary Steno I for Foreign Languages.  
\$398 to \$441.

Fran Lindberg, Secretary Steno II for HPE.  
\$538 to \$572.

Marilyn Mahnke, Clerk Typist II for Placement.  
\$452 to \$481.

Patricia Morlan, Student Union Food Manager for College Center.  
\$797 to \$813.

Albert Mount, Warehouseman for Campus Services.  
\$668 to \$681.

Frances Paschtat, Secretary Steno II for President's Office.  
\$452 to \$481.

Morris Riblett, Custodial Worker II for Physical Plant.  
\$514 to \$549.

Nancy Shearer, Clerk Typist I for Math Dept.  
\$365 to \$372.

Bernice Shepard, Account Clerk II for Accounting.  
\$561 to \$599.

Margaret Showalter, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Anita Sorensen, Custodial Worker I for Housing.  
\$432 to \$481.

Sandra Wells, Clerk Typist I for Placement.  
\$380 to \$406.

Darlene West, Clerk Typist II for Art Dept.  
\$432 to \$461.

Harry Wilson, Custodial Worker I for Tawanka Commons.  
\$432 to \$461.

VII. Salary Increments - continued

Thomas Barrington, Custodial Worker I for Physical Plant.  
\$452 to \$481.

Carolyn Bordenkecher, Graduation Cert. Clerk for Registrar.  
\$452 to \$461.

Jack Corbit, Steam Engineer I for Physical Plant.  
\$561 to \$599.

Brian Donnelly, Tradeshelper for Physical Plant.  
\$587 to \$624.

Jack Foust, Custodial Worker I for Housing.  
\$514 to \$549.

Albert Gebhardt, Carpenter for Physical Plant.  
\$699 to \$744.

Ernestine Heck, Custodial Worker I for Housing.  
\$514 to \$549.

May LaMarr, Food Service Worker II for Tawanka Commons.  
\$493 to \$503.

Beth LaRosa, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

James Mowatt, Custodial Worker III for Housing.  
\$640 to \$681.

Colette Ocheltree, Cashier I for College Bookstore.  
\$365 to \$372.

Emma Pels, Food Service Worker I for Tawanka Commons.  
\$380 to \$388.

Chester Phillips, Utility Plant Foreman for Physical Plant.  
\$832 to \$887.

Viola Phillips, Custodial Worker I for Housing.  
\$493 to \$524.

Susan Porter, Library Assistant I for IMC.  
\$398 to \$406.

Joyce Sutton, Secretary Steno I for Sociology.  
\$380 to \$406.

VII. Salary Increments - continued

Frankie Tilley, Head Cook for Tawanka Commons.  
\$699 to \$713.

Michael Vosburgh, Computer Operator for Data Processing.  
\$587 to \$599.

May

Barbara Beetham, Cashier III for Fiscal Operations.  
\$514 to \$549.

Lillian Bilesky, Secretary Steno III for Division of Science.  
\$514 to \$549.

Jon Danielson, Facilities Planning Coordinator for Fac. Planning.  
\$1,134 to \$1,209.

Emma Delabarre, Cook I for College Center.  
\$561 to \$572.

Foster Goodwin, Custodial Worker II for Physical Plant.  
\$613 to \$653.

James Gramps, Custodial Worker III for Physical Plant.  
\$640 to \$681.

Cynthia Hoover, Secretary Steno II for Teacher Education Program.  
\$452 to \$481.

Neva Kandler, Secretary Steno II for Dean of Students.  
\$493 to \$524.

Judith Moore, Secretary Steno I for Placement.  
\$432 to \$461.

Karol Price, Clerk Typist II for Certification.  
\$432 to \$441.

Susan Shackette, Financial Aids Assistant for Financial Aids.  
\$699 to \$744.

Charlene Showalter, Groundskeeper for Physical Plant.  
\$514 to \$549.

Betty Stallworth, Secretary Steno II for Undergraduate Studies.  
\$452 to \$481.

VII. Salary Increments - continued

June

Holly Akiyama, Secretary Steno I for Public Service/Alumni Services.  
\$380 to \$406.

Christine Barton, Custodial Worker I for Housing.  
\$432 to \$461.

Jean Braman, Secretary Steno II for Kennedy Library.  
\$493 to \$524.

Phyllis Brown, Clerk Typist I for English.  
\$380 to \$388.

Wilma Brown, Custodial Worker I for Housing.  
\$432 to \$461.

Tom Collins, Custodial Worker I for Housing.  
\$432 to \$461.

Stanley Eldred, Programmer I for Data Processing.  
\$668 to \$681.

Kay Fowler, Custodial Worker I for Housing.  
\$432 to \$461.

Robert Frohne, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Judy Grafious, Registration Clerk I for Registrar.  
\$349 to \$356.

Fred Grub, Custodial Worker III for Physical Plant.  
\$613 to \$653.

Robert Heymann, Systems Analyst for Data Processing.  
\$1,038 to \$1,107.

Cheryl Holder for Secretary Steno II for Industrial Ed. & Tech.  
\$452 to \$481.

Ruth Kembel, Secretary Steno II for Business & Industry.  
\$452 to \$481.

Thecla LaFevé, Secretary Steno I for Psychology.  
\$398 to \$423.

Jennifer Maggard, Registration Clerk II for Registrar.  
\$432 to \$441.

VII. Salary Increments - continued

Rebecca Mithoug, Secretary Steno I for Student Activities.  
\$380 to \$406.

Audrey Mosman, Secretary Steno II for Housing.  
\$493 to \$524.

Nancy Prosser, Secretary Steno I for Education.  
\$380 to \$406.

Shirley Sebright, Secretary Steno II for Admissions.  
\$472 to \$503.

Ronna Jo Sharpe, Secretary Steno II for Personnel.  
\$472 to \$503.

Betty Snider, Clerk Typist II for Purchasing.  
\$472 to \$481.

Jean Wilson, Account Clerk I for Associated Students.  
\$415 to \$441.

July

Eilene Allen, Storeskeeper Clerk for Tawanka Commons.  
\$514 to \$524.

Ella Anderson, Account Clerk I for Business Office.  
\$493 to \$524.

Lula Autrey, Custodial Worker I for Housing.  
\$493 to \$524.

Kenneth Baird, Warehouse Foreman for Campus Services.  
\$729 to \$744.

Velma Baird, Custodial Worker III for Housing.  
\$668 to \$713.

Orville Barnhart, Groundskeeper for Physical Plant.  
\$561 to \$599.

Douglas Becker, Programmer II for Data Processing.  
\$699 to \$713.

Hannah Becker, Cook I for Tawanka Commons.  
\$514 to \$524.

Frank Bernard, Tradeshelper for Physical Plant.  
\$613 to \$653.

VII. Salary Increments - continued

Ellen Boyes, Cook II for Tawanka Commons.  
\$613 to \$624.

Yvonne Chatburn, Library Assistant I for Kennedy Library.  
\$236 to \$240.50 (50%)

Merry Collins, Clerk Typist I for Public Information.  
\$365 to \$372.

Dana Cooley, Clerk Typist II for History.  
\$514 to \$524.

Judy Coumbs, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Verald Davis, Secretary Steno III for Physical Plant.  
\$587 to \$624.

George Diggins, Audio Visual Equip. Technician for IMC.  
\$640 to \$653.

Betty Drury, Stores Clerk for Science.  
\$452 to \$461.

Judy Egger, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Donna Fulwyler, Secretary Steno II for Education.  
\$452 to \$481.

Sibyl Garske, Cashier II for Business Office.  
\$514 to \$549.

Virgil Gering, Programmer II for Data Processing.  
\$699 to \$713.

Eloise Goodwin, Secretary Steno II for Campus School.  
\$538 to \$572.

Alice Grothe, Clerk Typist I for HPE.  
\$365 to \$372.

Marjorie Hankel, Account Clerk II for Budget Office.  
\$472 to \$503.

Delbert Hardie, Asst. Bldg. Maint. Foreman for Physical Plant.  
\$762 to \$813.

VII. Salary Increments - continued

Katharine Hardie, Registration Clerk I for Registrar.  
\$349 to \$356.

Robert Holmes, Truck Driver for Physical Plant.  
\$587 to \$624.

Ella Huber, Food Service Worker II for Tawanka Commons.  
\$493 to \$503.

Clarence Hughes, Electrician for Physical Plant.  
\$729 to \$777.

Jack Hutchinson, Carpenter for Physical Plant.  
\$729 to \$777.

Loren Jordan, Computer Operator Manager for Data Processing.  
\$951 to \$970.

Virginia King, Clerk Typist I for Grant Project 120, Political Science.  
\$380 to \$388.

Willard Kinnick, Tradeshelper for Physical Plant.  
\$613 to \$653.

James LaBarge, Truck Driver for Physical Plant.  
\$587 to \$624.

Retha LaBarge, Custodial Worker I for Physical Plant.  
\$514 to \$549.

Rebecca Lange, Offset Duplicator Operator for Campus Services.  
\$493 to \$503.

Constance Loyd, Duplicating Services Supv. for Campus Services.  
\$561 to \$572.

Melvin Lutjemeier, Accountant II for Fiscal Operations.  
\$729 to \$777.

Daniel Lytle, Steam Engineer II for Physical Plant.  
\$668 to \$713.

Pearl McHenry, Food Service Worker I for College Center.  
\$452 to \$461.

John Mamanakis, Athletic Equip. Clerk II for HPE.  
\$587 to \$599.



VII. Salary Increments - continued

Frank Mathison, Groundskeeper for Physical Plant.  
\$514 to \$549.

Carl Meyer, Steam Engineer II for Physical Plant.  
\$729 to \$777.

Judith Nelson, Account Clerk II for Kennedy Library.  
\$472 to \$503.

Margaret Nichols, Accountant III for Business Office.  
\$910 to \$1,013.

Grace Okerstrom, Switchboard Operator for Campus Services.  
\$452 to \$461.

Lance Orton, Maintenance Mechanic I for Tawanka Commons.  
\$729 to \$777.

Kathy Parks, Language Lab Assistant for Foreign Languages.  
\$380 to \$388.

Liane Peterson, Food Production Supv. for Tawanka Commons.  
\$797 to \$813.

Max Pierce, Electrician for Physical Plant.  
\$729 to \$777.

Michelle Prosser, Secretary Steno I for Geography.  
\$380 to \$406.

Don Rettig, Plumber for Physical Plant.  
\$729 to \$777.

Myrtle Russell, Food Service Worker II for College Center.  
\$493 to \$503.

Pollyann Sauer, Secretary Steno II for Financial Aids.  
\$472 to \$503.

Mary Shears, Key punch Operator I for Data Processing.  
\$472 to \$481.

Eileen Sheridan, Registration Clerk I for Registrar.  
\$349 to \$356.

Sherrie Siegel, Secretary Steno I for Dean of Students.  
\$398 to \$423.

Lloyd Smith, Tradeshelper for Physical Plant.  
\$561 to \$599.

VII. Salary Increments - continued

Ethel Spuler, Secretary Steno II for Asst. Business Manager.  
\$472 to \$503.

Marie Standefer, Food Service Worker II for Tawanka Commons.  
\$493 to \$503.

Elynda Stiffler, Clerk Typist I for Admissions.  
\$380 to \$388.

Loyd Storlie, Grounds Foreman for Physical Plant.  
\$870 to \$928.

Howard Taylor, Systems Analyst for Data Processing.  
\$1,038 to \$1,107.

Joe Tiedt, Groundskeeper Leadman for Physical Plant.  
\$640 to \$681.

Lloyd Virtue, Building Maint. Foreman for Physical Plant.  
\$870 to \$928.

Joy Wright, Custodial Worker I for Housing.  
\$472 to \$503.

Nancy Yarnell, Cashier I for Student Activities.  
\$365 to \$372.

August

Wim Albers, Architectural Inspector Aide for Fac. Planning.  
\$797 to \$849.

Anita Allen, Clerk Typist I for IMC.  
\$380 to \$388.

Patricia Castle, Clerk Typist I for Admissions.  
\$365 to \$372.

Leo Curtis, Painter for Physical Plant.  
\$729 to \$777.

Ellen DeVine, Secretary Steno III for Graduate Studies.  
\$514 to \$549.

Sherril Domaskin, Clerk Typist I for Placement.  
\$365 to \$372.

Paul Harsin, Tradeshelper for Physical Plant.  
\$561 to \$599.

VII. Salary Increments - continued

Ruth Higgins, Account Clerk II for College Bookstore.  
\$472 to \$503.

Walter Johnson, Steam Engineer II for Physical Plant.  
\$729 to \$777.

James McArthur, Architectural Inspector for Fac. Planning.  
\$870 to \$928.

Sandra Malcolm, Clerk Typist I for Kennedy Library.  
\$380 to \$388.

Carol Morehouse, Cook I for College Center.  
\$561 to \$572.

Mary Mount, Switchboard Operator for Campus Services.  
\$398 to \$406.

Rose Raines, Mail Clerk II for Campus Services.  
\$493 to \$503.

Neil Sullivan, Accountant I for Fiscal Operations.  
\$640 to \$681.

Fredric Ward, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Lenora Watson, Stores Clerk for Campus Services.  
\$452 to \$461.

September

Betty Amonson, Custodial Worker I for Housing.  
\$452 to \$481.

Alma Annis, Cook I for Tawanka Commons.  
\$561 to \$572.

David Baird, Personnel Representative for Personnel.  
\$729 to \$744.

Beverly Berhalter, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Shirley Bloom, Account Clerk I for Tawanka Commons.  
\$415 to \$441.

VII. Salary Increments - continued

Jerry Bren, Carpenter for Physical Plant.  
\$699 to \$744.

Jack Brent, Library Assistant I for Kennedy Library.  
\$398 to \$406.

Kenneth Bush, Custodial Worker I for Tawanka Commons.  
\$472 to \$503.

Leslie Byrne, Cashier I for College Bookstore.  
\$398 to \$406.

Jean Calhoun, Clerk Typist I for Speech.  
\$365 to \$372.

Roy Dean, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Ethel Deaver, Clerical Office Supv. for Placement.  
\$514 to \$599.

Dick Dus, Painter for Physical Plant.  
\$729 to \$777.

Patricia Fleming, Secretary Steno II for Education.  
\$452 to \$481.

Irais Fletcher, Secretary Steno III for Div. of Arts & Letters.  
\$493 to \$524.

Jay Frazier, Athletic Equip. Clerk I for HPE.  
\$432 to \$441.

James Goodwin, Painter for Physical Plant.  
\$729 to \$777.

Isabelle Green, Clerk Typist II for Special Programs.  
\$432 to \$441.

Carol Hamm, Cartographer for Geography.  
\$640 to \$653.

Nancy Hare, Secretary Steno I for Geology.  
\$380 to \$406.

Dean Hegewald, Accountant III for Business Office.  
\$870 to \$970.

Betty Hess, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

VII. Salary Increments - continued

Barbara Farringer, Clerk Typist I for Admissions.  
\$365 to \$372.

Verdene Jenks, Secretary Steno I for Associated Students.  
\$380 to \$406.

Stephen Jones, Programmer I for Data Processing.  
\$613 to \$624.

Barbara Kotwitz, Secretary Steno III for Education.  
\$514 to \$549.

Ellen LaMotte, Secretary Steno II for Academic Affairs.  
\$452 to \$481.

Daniel Lucas, Groundskeeper for Physical Plant.  
\$514 to \$549.

David Lundean, Mgr. of Instru. Research Ctr for IRC  
\$1,038 to \$1,107

Karen Maxwell, Secretary Steno I for Business Education.  
\$380 to \$406.

Lillian McKinlay, Transcript Evaluator for Admissions.  
\$762 to \$813.

Diane Miller, Clerk Typist I for College Editor.  
\$365 to \$372.

Frederic Munich, Graphics Illustrator for IMC.  
\$699 to \$777.

Gary Ocheltree, Painter for Physical Plant.  
\$729 to \$777.

Harvey Perry, Custodial Worker II for Physical Plant.  
\$561 to \$599.

Patricia Sitler, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Clarence Snider, Groundskeeper for Physical Plant.  
\$514 to \$549.

John Torno, Steam Engineer II for Physical Plant.  
\$729 to \$777.

Samuel White, Inventory Clerk for Campus Services.  
\$538 to \$549.

VII. Salary Increments - continued

October

Betty Baird, Custodial Worker I for Housing.  
\$493 to \$524.

June Balcom, Secretary Steno I for Political Science.  
\$398 to \$423.

Karen Barber, Dental Lab Assistant for Dental Hygiene.  
\$514 to \$524.

Joan Batters, Secretary Steno I for History.  
\$380 to \$406.

Mary Biehl, Library Assistant II for Music.  
\$538 to \$549.

Norene Boswell, Food Service Worker II for College Center.  
\$452 to \$461.

Dorothy Butler, Clerk Typist I for Lyceum.  
\$432 to \$441.

Karen Carter, Secretary Steno I for Business & Industry.  
\$398 to \$423.

Durwood Charlton, Athletic Equip. Clerk I for HPE.  
\$514 to \$524.

Nyla Coombs, Secretary Steno I for Chem/Physics.  
\$380 to \$406.

Margo Dalager, Clerk Typist I for Drama.  
\$182.50 to \$186 (50%)

Velma Davis, Food Service Worker II for College Center.  
\$493 to \$503.

Gail Flora, Secretary Steno I for Dental Hygiene.  
\$380 to \$406.

Doris Foulon, Clerk Typist II for Mathematics.  
\$452 to \$461.

John Garvin, Custodial Worker I for Housing.  
\$472 to \$503.

Leslee Greer, Secretary Steno I for Biology.  
\$380 to \$406.

VII. Salary Increments - continued

Robert Hansel, Custodial Worker I for College Center.  
\$432 to \$461.

Margaret Harris, Dining Room Supv. for Tawanka Commons.  
\$538 to \$549.

Harold Haugen, Carpenter for Physical Plant.  
\$729 to \$777.

Mary Heintz, Food Service Worker I for Tawanka Commons.  
\$398 to \$406.

Marion Heyer, Food Service Worker II for Tawanka Commons.  
\$472 to \$481.

Noel Kafton, Civil Service Assistant for Personnel.  
\$587 to \$681.

Dorothy Kile, Food Service Worker II for Tawanka Commons.  
\$432 to \$441.

Linda Kowitz, Secretary Steno I for Comm. Services Insti.  
\$398 to \$423.

Lynelle Langston, Secretary Steno I for Home Economics.  
\$415 to \$441.

Loretta Layton, Custodial Worker I for Housing.  
\$514 to \$549.

Jeannine Lee, Food Service Worker II for Tawanka Commons.  
\$415 to \$423.

Harvey Lucas, Carpenter for Physical Plant.  
\$729 to \$777.

Ronald McConnell, Groundskeeper for Physical Plant.  
\$514 to \$549.

Nikki Merritt, Clerk Typist II for Safety Office.  
\$452 to \$461.

William Odell, T.V. Services Coordinator for IMC.  
\$797 to \$887.

Vinnie Pierce, Custodial Worker I for Housing.  
\$452 to \$481.

VII. Salary Increments - continued

Ellen Proctor, Custodial Worker I for Housing.

\$493 to \$524.

Karen Raver, Secretary Steno II for Human Development Center.

\$514 to \$549.

Susan Risinger, Secretary Steno I for Special Programs.

\$380 to \$406.

Jolynn Rogers, Clerk Typist I for Music.

\$365 to \$372.

Katheryn Rogers, Secretary Steno I for Psychology.

\$380 to \$406.

Alana Sayles, Vari-Type Operator for Campus Services.

\$432 to \$441.

Rosemary Shockley, Library Assistant II for Kennedy Library.

\$493 to \$503.

Amelia Sims, Food Service Worker I for Tawanka Commons.

\$452 to \$461.

Hilda Smith, Food Service Worker I for Tawanka Commons.

\$380 to \$388.

Howard Sommerfeld, Custodial Services Supv. for Physical Plant.

\$699 to \$744.

Jewell Swan, Secretary Steno II for Special Programs.

\$452 to \$481.

Carol Thiemens, Clerk Typist II for Special Programs.

\$432 to \$441.

Irene Tuttle, Food Service Worker I for Tawanka Commons.

\$398 to \$406.

Ikumi Vaughn, Cook I for Tawanka Commons.

\$561 to \$572.

Judy Vlasin, Secretary Steno I for Graduate Studies.

\$380 to \$406.

Elizabeth Waddington, Account Clerk I for Fiscal Operations.

\$452 to \$481.



VII. Salary Increments - continued

Harvey Wiley, Custodial Worker I for Housing.  
\$472 to \$503.

November

Carol Belvill, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Eva Callahan, Secretary Steno II for Sociology.  
\$538 to \$572.

Patricia Chambers, Clerk Typist II for Purchasing.  
\$493 to \$503.

Florence Fausett, Account Clerk II for Tawanka Commons.  
\$561 to \$599.

Maurice Goodwin, Truck Driver for Physical Plant.  
\$587 to \$624.

Lawrence Geisbush, Programmer I for Data Processing.  
\$613 to \$624.

Janyce Hamilton, Food Service Worker I for Tawanka Commons.  
\$380 to \$388.

Dell Jackson, Data Control Technician for Data Processing.  
\$514 to \$524.

Margaret Lynch, Clerk Typist I for Kennedy Library.  
\$365 to \$372.

Donna McGinnis, Food Service Worker II for Tawanka Commons.  
\$493 to \$503.

Eugene O'Brien, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Grace Phillipson, Library Assistant I for Kennedy Library.  
\$452 to \$461.

Jill Poole, Clerk Typist II for Housing.  
\$452 to \$461.

Dale Rodgers, Custodial Worker II for Physical Plant.  
\$587 to \$624.

Jeanie Rosenzweig, Secretary Steno I for Radio-TV.  
\$380 to \$406.

VII. Salary Increments - continued

Daniel Salokar, Computer Operator for Data Processing.  
\$640 to \$653.

Eleanor Scott, Library Assistant II for Kennedy Library.  
\$538 to \$549.

William Shaw, Custodial Worker I for Housing.  
\$432 to \$461.

Frances Tilque, Food Service Worker I for Tawanka Commons.  
\$380 to \$388.

December

Bernice Ableman, Secretary Steno III for Div. of Prof. Programs.  
\$538 to \$572.

Sally Billigmeier, Clerk Typist I for Placement  
\$365 to \$372.

Virginia Booze, Clerk Typist I for College Bookstore.  
\$365 to \$372.

Jo Dawn Chasteen, Clerk Typist I for Physical Plant.  
\$365 to \$372.

Deloris Christenson, Clerk Typist II for Fac. Planning.  
\$432 to \$441.

Lorna Diteman, Food Service Worker II for Tawanka Commons.  
\$452 to \$461.

Marvelyn Ferguson, Custodial Worker I for Physical Plant.  
\$432 to \$461.

Chauncey Hahn, Piano Technician for Music.  
\$398.50 to \$406.50 (50%).

Carol Hayes, Secretary Steno I for HPE.  
\$380 to \$406.

Helen Jones, Secretary Steno II for Psychology.  
\$493 to \$524.

John Mosman, Custodial Worker I for Physical Plant.  
\$432 to \$461.

VII. Salary Increments - continued

Sewell Prescott, Steam Engineer II for Physical Plant.  
\$668 to \$713.

Bonnie Robertson, Key punch Operator II for Data Processing.  
\$561 to \$572.

Herbert Wheeler, Audio-Visual Equip. Dispatcher for IMC.  
\$493 to \$503.

Anne Wirth, Certification Clerk for Education.  
\$613 to \$624.

Linda Wise, Mail Clerk I for Campus Services.  
\$349 to \$356.