

HOPE COLLEGE

HOLLAND, MICHIGAN 49423



March 20, 1974

Professor Herbert Dershem

Dear Herb:

We are grateful for your work and service to Hope College, and look forward to the year which lies ahead. We hope that this will be a rewarding year for you and for the entire College, and we assure you of our efforts to be of every assistance we can to you.

Your salary, rank, and tenure status for next year are shown below and become effective August 16, 1974. As you know, these matters have been thoroughly discussed with the Status Committee. We have tried to provide the compensation, encouragement, and rewards which are important to all of us, to fulfill our overall responsibilities to the College, and to be good stewards of the resources available to us. The salary indicated is a base salary, not including benefits, and is payable over a twelve month period, August 16, 1974, through August 15, 1975, for nine months of employment, unless stated otherwise.

We hope that you will find these terms satisfactory, and that you will sign and return the enclosed card in acceptance of them to the Dean's Office by May 1, 1974.

Sincerely,

Gordon J. Van Wylen
PresidentMorrette Rider
Dean for Academic Affairs

For 1974-1975:

Salary: \$15,000

Rank: Associate Professor of Mathematics

Tenure: In regard to tenure considerations, the 1974-75 year will be the sixth year of the probationary period.

August 30, 1974

TO: Herbert Dershem

FROM: William Anderson, Controller

With the salary increase allocation as outlined in President Van Wylen's memorandum of July 16, 1974, your revised base salary for 1974-75 will be:

\$ 15,150.00 .