

Name: **Herbert L. Dershem** Salary: **\$17,750**
Rank: **Associate Professor of Mathematics and Computer Science**
Tenure: **Tenured**

The conditions of your appointment to the Hope College Faculty for 1976-1977 are detailed above and become effective August 16, 1976. The salary indicated is a base salary, not including benefits, and is payable over a twelve month period, August 16, 1976, through August 15, 1977, for nine months of employment, unless stated otherwise.

March 15, 1976

Date

David Marker

David Marker, Provost

I accept the appointment for 1976-1977 as a member of the Hope College staff, under the terms indicated.

Date: _____ Signature: _____

Name: **Herbert L. Dershem** Salary: **\$19,150**
Rank: **Associate Professor of Mathematics and Computer Science**
Tenure: **Tenured**

The conditions of your appointment to the Hope College Faculty for 1977-1978 are detailed above and become effective August 15, 1977. The salary indicated is a base salary, not including benefits, and is payable over a twelve month period, August 15, 1977, through August 14, 1978, for nine months of employment ending May 14, 1978, unless stated otherwise.

March 15, 1977

Date

David Marker

David G. Marker, Provost

I accept the appointment for 1977-1978 as a member of the Hope College staff, under the terms indicated.

Date: _____ Signature: _____

Name: **Herbert L. Dershem** Salary: **\$20,300**
Rank: **Associate Professor of Mathematics and Computer Science**
Tenure: **Tenured**

The conditions of your appointment to the Hope College Faculty for 1978-1979 are detailed above and become effective August 15, 1978. The salary indicated is a base salary, not including benefits, and is payable over a twelve month period, August 15, 1978, through August 14, 1979, for nine months of employment ending May 14, 1979, unless stated otherwise.

March 15, 1978

Date

David Marker

David G. Marker, Provost

Name: Herbert L. Dershem

Salary: \$22,035

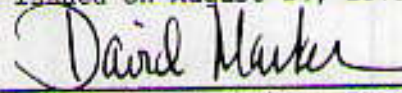
Rank: Associate Professor of Mathematics and
Computer Science

Tenure: Tenured

The conditions of your appointment to the Hope College faculty for 1979-1980 are detailed above and become effective August 24, 1979. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 23, 1980, unless stated otherwise. Payment will be made bi-weekly over a twelve month period; the first check will be issued on August 24, 1979.

March 15, 1979

Date



David G. Marker, Provost

I accept the appointment for 1979-1980 as a member of the Hope College staff, under the terms indicated.

Date: 4-28-79

Signature: Herbert L. Dershem

Name: Herbert L. Dershem

Salary: \$24,800

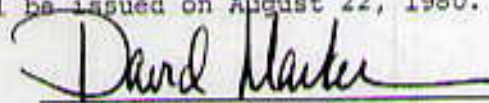
Rank: Associate Professor of Mathematics &
Computer Science

Tenure: Tenured

The conditions of your appointment to the Hope College faculty for 1980-1981 are detailed above and become effective August 22, 1980. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 22, 1981, unless stated otherwise. Payment will be made bi-weekly over a twelve month period; the first check will be issued on August 22, 1980.

March 17, 1980

Date



David Marker, Provost

I accept the appointment for 1980-1981 as a member of the Hope College staff, under the terms indicated.

Date

Signature

Name: Herbert L. Dershem

Salary: \$27,300

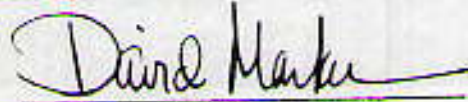
Rank: Recommended for Promotion to Professor of
Mathematics and Computer Science

Tenure: Tenured

The conditions of your appointment to the Hope College faculty for 1981-1982 are detailed above and become effective August 21, 1981. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 20, 1982, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period; the first check will be issued on August 21, 1981.

March 20, 1981

Date

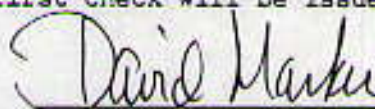


David Marker, Provost

Name: **Herbert L. Dershem** Salary: **\$30,000**
Rank: **Professor of Mathematics and Computer Science**
Tenure: **Tenured**

The conditions of your appointment to the Hope College faculty for 1982-1983 are detailed above and become effective August 20, 1982. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 20, 1983, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period; the first check will be issued on August 20, 1982.

March 15, 1982


David Marker, Provost

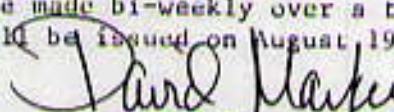
I accept the appointment for 1982-1983 as a member of the Hope College staff, under the terms indicated.

| <u>Date</u> | <u>Signature</u> |
|-------------|------------------|
|-------------|------------------|

Name: **Herbert L. Dershem** Salary: **\$32,000**
Rank: **Professor of Computer Science**
Tenure: **Tenured**

The conditions of your appointment to the Hope College faculty for 1983-1984 are detailed above and become effective August 19, 1983. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 18, 1984, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period; the first check will be issued on August 19, 1983.

March 15, 1983


David Marker, Provost

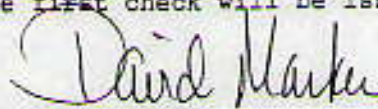
I accept the appointment for 1983-1984 as a member of the Hope College staff, under the terms indicated.

| <u>Date</u> | <u>Signature</u> |
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Name: **Herbert L. Dershem** Salary: **\$33,700**
Rank: **Professor of Computer Science**
Tenure: **Tenured**

The conditions of your appointment to the Hope College faculty for 1984-1985 are detailed above and become effective August 17, 1984. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 17, 1985, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period; the first check will be issued on August 17, 1984.

March 15, 1984


David Marker, Provost