

Name: Herbert L. Dershem
Rank: Professor of Computer Science
Tenure: Tenured

Academic Year
Salary: \$36,500

Your reappointment to the Hope College faculty for 1985-86, effective August 16, 1985, is on the same terms and conditions as your original appointment, except as noted above, and is subject to the provisions of the Faculty Handbook, as it may be amended from time to time. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 16, 1986, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period unless you request in writing a nine-month pay period; your first check will be issued on August 16, 1985.

March 15, 1985
Date


Jacob E. Nyenhuis, Provost

I accept the appointment for 1985-86 as a member of the Hope College faculty, under the terms and conditions set forth above. No other representations, oral or written, have been made to me.

Date

Signature

Name: Herbert L. Dershem
Rank: Professor of Computer Science
Tenure: Tenured

Academic Year
Salary: \$38,500

Your reappointment to the Hope College faculty for 1986-87, effective August 15, 1986, is on the same terms and conditions as your original appointment, except as noted above, and is subject to the provisions of the Faculty Handbook, as it may be amended from time to time. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 15, 1987, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period unless you request in writing a nine-month pay period; your first check will be issued on August 15, 1986.

March 15, 1986
Date


Jacob E. Nyenhuis, Provost

I accept the appointment for 1986-87 as a member of the Hope College faculty, under the terms and conditions set forth above. No other representations, oral or written, have been made to me.

Date

Signature

Name: Herbert L. Dershem
Rank: Professor of Computer Science
Tenure: Tenured

Academic Year
Salary: \$40,500

Your reappointment to the Hope College faculty for 1987-88, effective August 14, 1987, is on the same terms and conditions as your original appointment, except as noted above, and is subject to the provisions of the Faculty Handbook, as it may be amended from time to time. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 13, 1988, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period unless you request in writing a nine-month pay period; your first check will be issued on August 14, 1987.

March 13, 1987
Date


Jacob E. Nyenhuis, Provost

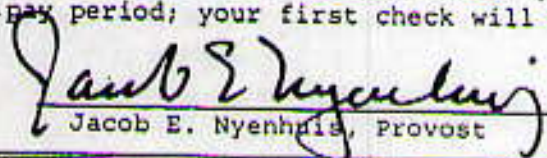
Name: Herbert L. Dershem
Rank: Professor of Computer Science
Tenure: Tenured

Academic Year
Salary: \$43,250

Your reappointment to the Hope College faculty for 1988-89, effective August 12, 1988, is on the same terms and conditions as your original appointment, except as noted above, and is subject to the provisions of the Faculty Handbook, as it may be amended from time to time. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 12, 1989, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period unless you request in writing a nine-month pay period; your first check will be issued on August 12, 1988.

March 14, 1988

Date


Jacob E. Nyenhuis, Provost

I accept the appointment for 1988-89 as a member of the Hope College faculty, under the terms and conditions set forth above. No other representations, oral or written, have been made to me.

Date

Signature

Name: Herbert L. Dershem
Rank: Professor of Computer Science
Tenure: Tenured

Academic Year
Salary: \$46,150

Your reappointment to the Hope College faculty for 1989-90, effective August 11, 1989, is on the same terms and conditions as your original appointment, except as noted above, and is subject to the provisions of the Faculty Handbook, as it may be amended from time to time. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 11, 1990, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period unless you request in writing a nine-month pay period; your first check will be issued on August 11, 1989.

March 14, 1989

Date


Jacob E. Nyenhuis, Provost

I accept the appointment for 1989-90 as a member of the Hope College faculty, under the terms and conditions set forth above. No other representations, oral or written, have been made to me.

Date

Signature

Name: Herbert L. Dershem
Rank: Professor of Computer Science
Tenure: Tenured

Academic Year
Salary: \$49,000

Your reappointment to the Hope College faculty for 1990-91, effective August 10, 1990, is on the same terms and conditions as your original appointment, except as noted above, and is subject to the provisions of the Faculty Handbook, as it may be amended from time to time. The salary indicated is a base salary, not including benefits, for nine months of employment ending on May 10, 1991, unless stated otherwise. Payment will be made bi-weekly over a twelve-month period unless you request in writing a nine-month pay period; your first check will be issued on August 10, 1990.

March 14, 1990

