



HOPE COLLEGE

OFFICE OF THE PRESIDENT

August 2, 1990

Professor Herbert L. Dershem
Department of Computer Science
Hope College
Holland, Michigan 49423

Dear Herb:

Since coming to Hope College, I have been impressed by the talent, dedication and hard work of the faculty. I am especially impressed by the fine example set by our senior faculty, those at the full professor rank. Our salaries are not as good, however, as we would like them to be or as our faculty deserve. And this is especially true at the full professor level.

During the 1989-90 academic year, Hope College received a number of outstanding unrestricted bequests. These bequests will be placed in the Hope College endowment, and the resulting income will be used for purposes that are important to the College. And I am pleased that one major purpose will be to improve faculty salaries at the full professor rank.

Last week the Executive Committee of the Board of Trustees acted favorably on my recommendation to grant a supplementary increase of \$1,000 to the annual salary of each full-time full professor on our faculty. This is not a one-time supplement, but rather an increase in the base salary. This salary increase will be reflected beginning with your August 10 paycheck.

Thank you for your excellent work for Hope College and for our students. Please accept this salary increase as a token of appreciation and as an indication of continuing concern for faculty salaries.

Sincerely,

John H. Jacobson, President

JHJ:kt

CONFIDENTIAL



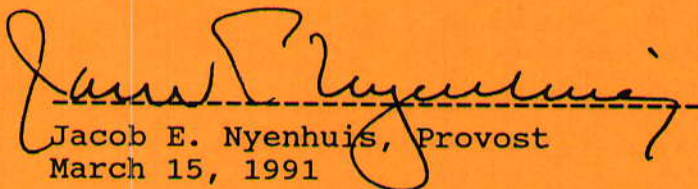
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1991-1992

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$53,000
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1991-1992, effective August 9, 1991, 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 8, 1992, 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 pay check will be issued on August 9, 1991.



Jacob E. Nyenhuis, Provost
March 15, 1991

I accept the appointment for 1991-92 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

One copy is to be signed and returned to the Provost no later than April 15.

/sdp



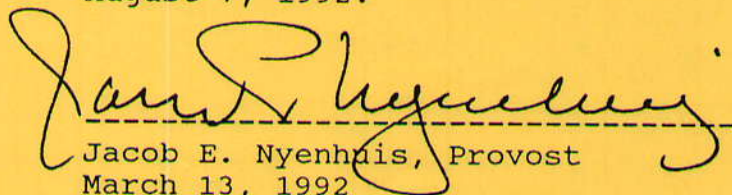
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1992-1993

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$55,900
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1992-1993, effective August 7, 1992, 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 7, 1993, 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 pay check will be issued on August 7, 1992.



Jacob E. Nyenhuis, Provost
March 13, 1992

I accept the appointment for 1992-93 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.

3-27-92

Date



Signature

One copy is to be signed and returned to the Provost no later than April 15.

/sdp/contract.92



HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1993-1994

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$58,600 (Information Only--Leave of Absence A/Y)
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1993-1994, effective August 6, 1993, 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, 1994, 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 pay check will be issued on August 6, 1993.



Jacob E. Nyenhuis, Provost
March 15, 1993

I accept the appointment for 1993-94 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

One copy is to be signed and returned to the Provost no later than April 15.

/sjh/contract.93



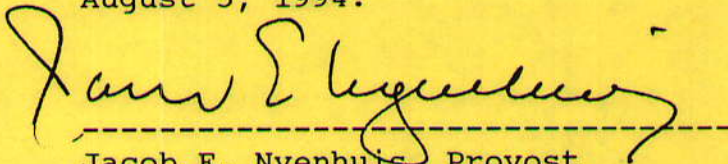
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1994-1995

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$60,100
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1994-1995, effective August 5, 1994, 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, 1995, 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 pay check will be issued on August 5, 1994.



Jacob E. Nyenhuis, Provost
March 15, 1994

I accept the appointment for 1994-95 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

The **white original** is to be signed and returned to the Provost no later than April 15. The yellow copy is for your files.

/sjf/contract.94



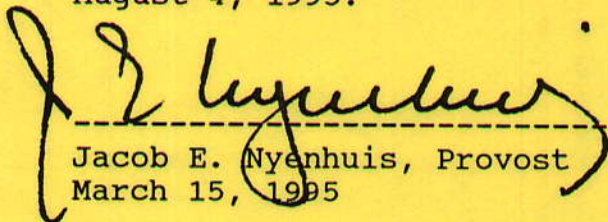
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1995-1996

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$61,900
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1995-1996, effective August 4, 1995, 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, 1996, 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 pay check will be issued on August 4, 1995.



Jacob E. Nyenhuis, Provost
March 15, 1995

I accept the appointment for 1995-96 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

The **white original** is to be signed and returned to the Provost no later than April 15. The yellow copy is for your files.

/sjf/contract.95



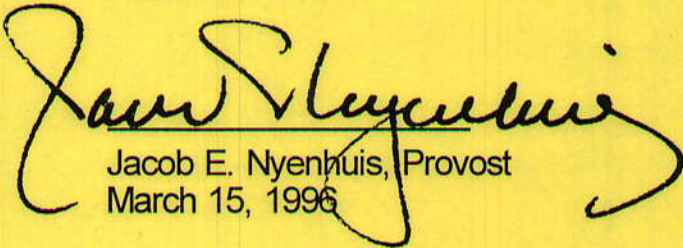
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1996-1997

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$64,000
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1996-1997, effective August 2, 1996, 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 9, 1997, 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 pay check will be issued on August 2, 1996.


Jacob E. Nyenhuis, Provost
March 15, 1996

I accept the appointment for 1996-97 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

The **white original** is to be signed and returned to the Provost no later than April 15. The yellow copy is for your files.

/sjf/contract.96

DE WITT CENTER, 141 E 12TH ST
PO BOX 9000 HOLLAND, MICHIGAN 49422-9000
616-395-7785 / FAX 616-395-7111



HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1997-1998

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$66,300
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1997-1998, effective August 1, 1997, 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 8, 1998, 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 pay check will be issued on August 1, 1997.



Jacob E. Nyenhuis, Provost
March 14, 1997

I accept the appointment for 1997-98 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

The **white original** is to be signed and returned to the Provost no later than April 15. The yellow copy is for your files.

/sjf/contract.97

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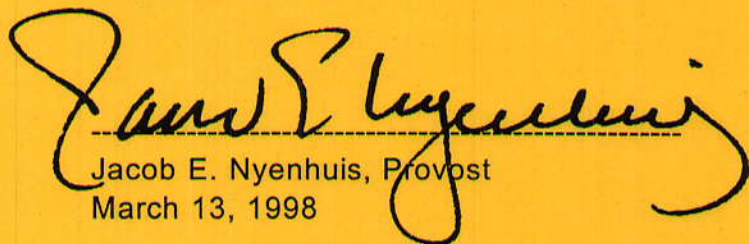
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1998-1999

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$68,100
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1998-1999, effective July 31, 1998, 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 7, 1999, 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 pay check will be issued on July 31, 1998.


Jacob E. Nyenhuis, Provost
March 13, 1998

I accept the appointment for 1998-99 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

The **white original** is to be signed and returned to the Provost no later than April 15. The yellow copy is for your files.

/sjf/contract.98

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616-395-7785 / FAX 616-395-7111



HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 1999-2000

Name: Dershem, Herbert L.
Rank: Professor Computer Science
Salary: \$69,425
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 1999-2000, effective July 30, 1999, 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 7, 2000, unless stated otherwise. Payment will be made bimonthly over a twelve-month period unless you request in writing a nine-month pay period. Your first paycheck will be issued on July 30, 1999.


Jacob E. Nyenhuis, Provost
March 12, 1999

I accept the appointment for 1999-2000 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

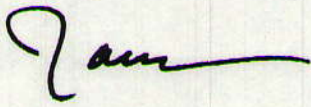
The **white original** is to be signed and returned to the Provost no later than April 15. The yellow copy is for your files.

/sjf/contract.99



Hope College

Office of the Provost

Date: May 25, 1999
To: Regular Returning Faculty
From: Jack Nyenhuis 
Re: Addendum to your contract for 1999-2000

On March 12, 1999, I extended to you a contract for the academic 1999-2000. The salary on your contract had been established by the customary process, which involves the departmental chairperson, the dean, and the status committee.

On May 7, 1999, the Board of Trustees approved a proposal from President Jacobson to grant an extra 1% salary increase to all eligible faculty and staff. Their decision was announced by President Jacobson in his memorandum of May 14, 1999, (re: "Board Happenings - May Meeting" page 6, paragraph 1).

Rather than reissue your contract, I am providing you with this addendum to confirm that your salary for 1999-2000 will be increased by 1% of your base salary for the academic year 1998-1999. The Office of Human Resources and the Business Office will make the necessary adjustments so that your first paycheck for the new academic year (to be issued on July 30, 1999) will reflect the adjustment.

JEN:bw/faculty/corrs/contract addendum 5-24

PC President John H. Jacobson
Barry L. Werkman
Bruce Himebaugh



HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2000-2001

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Salary: \$73,409
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 2000-2001, effective July 31, 2000, 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, 2001, unless stated otherwise. Payment will be made semimonthly over a twelve-month period unless you request in writing a nine-month pay period. Your first paycheck will be issued on July 31, 2000.


Jacob E. Nyenhuis, Provost
March 15, 2000

I accept the appointment for 2000-2001 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

The **white original** is to be signed and returned to the Provost no later than April 14th.
The yellow copy is for your files.

/sjf/contract.00



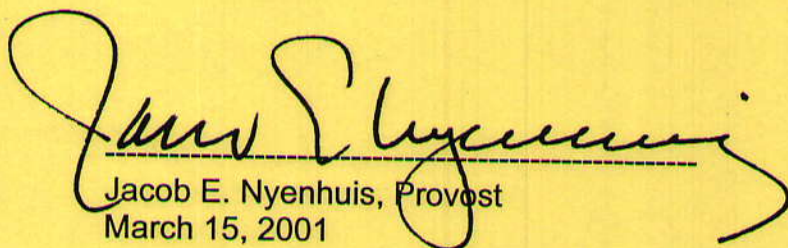
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2001-2002

Name: Dershem, Herbert L.
Rank: Professor of Computer Science and Chairperson of the Department
Fte: 1.00
Salary: \$76,011
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 2001-2002, effective July 31, 2001, 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, 2002, unless stated otherwise. Payment will be made semimonthly over a twelve-month period unless you request in writing a nine-month pay period. Your first paycheck will be issued on July 31, 2001.


Jacob E. Nyenhuis, Provost
March 15, 2001

I accept the appointment for 2001-2002 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.

3/22/01

Date



Signature

The **white original** is to be signed and returned to the Provost no later than April 13th.
The yellow copy is for your files.

/s/jf/contract.01
DE WIT CENTER, 141 E 12TH ST
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616-395-7785 / FAX 616-395-7111



HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2002-2003

Name: Dershem, Herbert L.
Rank: Professor of Computer Science and Chairperson of the Department
Fte: 1.00
Salary: \$78,987
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 2002-2003, effective July 31, 2002, 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 9, 2003, unless stated otherwise. Payment will be made semimonthly over a twelve-month period unless you request in writing a nine-month pay period. Your first paycheck will be issued on July 31, 2002.

Nancy Miller

Nancy S. Miller, Interim Provost
March 15, 2002

I accept the appointment for 2002-2003 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

The **white original** is to be signed and returned to the Provost no later than April 12th. The yellow copy is for your files.

/lsc/contract.02

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616-395-7785 / FAX 616-395-7111



Hope College

Office of the Provost

To: Herbert L. Dershem, Computer Science Dept.
From: Nancy S. Miller *N.S.M.*
Date: March 15, 2002
SUBJECT: Exceptional Merit Adjustment in Contract for 2002-2003

In the other memorandum regarding contracts for 2002-2003, I indicated that some faculty would receive Exceptional Merit Awards. Your salary increase for this year includes an Exceptional Merit Award of \$1,000.

We hope you will view this award as recognition of the outstanding contributions you made during 2001 to the college community and your discipline.

NSM/lsc



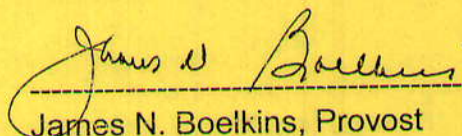
HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2003-2004

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
Fte: 1.00
Salary: \$80,772 (Includes an Exceptional Merit Award of \$600)
Tenure Status: Tenured

Your reappointment to the Hope College faculty for 2003-2004, effective July 31, 2003, 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 8, 2004, unless stated otherwise. Payment will be made semimonthly over a twelve-month period unless you request in writing a nine-month pay period. Your first paycheck will be issued on July 31, 2003.


James N. Boelkins, Provost

March 14, 2003

I accept the appointment for 2003-2004 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

The **white original** is to be signed and returned to the Provost no later than April 11th.
The yellow copy is for your files.

/lsc/contract.03



HOPE COLLEGE

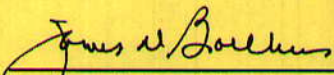
OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2004-2005

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
FTE: 1.00
Salary: \$84,502
Tenure Status: Tenured

On behalf of Hope College, I am pleased to offer you this contract for reappointment to the Hope College faculty, effective from July 31, 2004 to May 7, 2005. Your responsibilities include teaching, scholarship and service in accordance with the provisions of the *Faculty Handbook*. The information above describes your base salary for nine months (unless stated otherwise) and any merit/equity adjustments made this year. Payment will be made semimonthly over a twelve-month period unless you request in writing a nine-month pay period. Your first paycheck will be issued on July 31, 2004.

On behalf of the Trustees and the Administration, I want to express our thanks and appreciation for the contributions you make daily to implement the mission and vision of Hope College.


James N. Boelkins, Provost
March 12, 2004

I accept the appointment for 2004-2005 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

Please sign the **white original** and return it to the Provost no later than April 9, 2004. The yellow copy is for your files.

/lsc/contract.04



HOPE COLLEGE

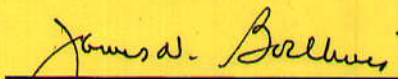
OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2005-2006

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
FTE: 1.00
Salary: \$87,206
Tenure Status: Tenured

On behalf of Hope College, I am pleased to offer you this contract for reappointment to the Hope College faculty, effective from July 31, 2005 to May 12, 2006. Your responsibilities include teaching, scholarship and service in accordance with the provisions of the *Faculty Handbook*. The information above describes your base salary for nine months (unless stated otherwise) and any merit/equity adjustments made this year. Payment will be made semimonthly over a twelve-month period unless you request in writing a ten-month pay period. Your first paycheck will be issued on July 31, 2005.

On behalf of the Trustees and the Administration, I want to express our thanks and appreciation for the contributions you make daily to implement the mission and vision of Hope College.


James N. Boelkins, Provost
March 15, 2005

I accept the appointment for 2005-2006 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

Please sign the **white original** and return it to the Provost no later than April 15, 2005. The yellow copy is for your files.

/lz/contract.05



HOPE COLLEGE

OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2006-2007

Name: Dershem, Herbert L.
Rank: Professor of Computer Science
FTE: 1.00
Salary: \$89,648
Tenure Status: Tenured

On behalf of Hope College, I am pleased to offer you this contract for reappointment to the Hope College faculty, effective from July 31, 2006 to May 11, 2007. Your responsibilities include teaching, scholarship and service in accordance with the provisions of the *Faculty Handbook*. The information above describes your base salary for nine months (unless stated otherwise) and any merit/equity adjustments made this year. Payment will be made semimonthly over a twelve-month period unless you request in writing a ten-month period. Your first paycheck will be issued on July 31, 2006.

On behalf of the Trustees and the Administration, I want to express our thanks and appreciation for the contributions you make daily to implement the mission and vision of Hope College.


James N. Boelkins, Provost
March 15, 2006

I accept the appointment for 2006-2007 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

Please sign the **white original** and return it to the Provost no later than April 14, 2006. The yellow copy is for your files.

/l/z/contract.06



HOPE COLLEGE

OFFICE OF THE PROVOST

February 19, 2007

TO: Herb Dershem
Computer Science Department

FROM: James Boelkins
Provost

RE: Institutional Research Assignment

I apologize for taking so long in finalizing our discussion regarding your proposal of October 20, 2006 concerning institutional research. I shared your proposal with President Bultman and also the 1/2/07 document entitled "Hope Institutional Research Benefits." As a result of my discussions with the president and knowing that you need to be considered more than half-time in order to qualify for benefits, I am prepared to offer the following arrangements:

- Spring, 2007: Spend half-time on IR work during your sabbatical and half-time on various research projects
- Summer, 2007: Spend the equivalent of one month on IR work with compensation equal to 1/9 of your 2006-2007 annual salary. This is less than your original proposal; however, we would prefer to assess the outcomes before expanding further.
- Academic year, 2007-2008: Continue faculty appointment and spend half-time on IR work. Compensation will be one-half of your nine-month salary. Teach one course per semester (either in computer science or the general education program); your compensation will be consistent with the retiree faculty rate. (This teaching arrangement will qualify you for benefits since it will be a 0.67 FTE appointment.)
- Summer 2008: At a minimum, the same as summer of 2007. If the results and anticipated projects warrant increased time commitment, we will re-evaluate the contract and increase the time commitment as necessary.
- Academic year 2008-2009: Same as academic year 2007-2008.

In April or May of 2009, we will evaluate the status of IR at Hope and determine the best way to proceed; however, neither you nor the College will have any obligation beyond that point.

Herb, we greatly appreciate your willingness to assist us developing an institutional research plan that will allow us to have access to consistent data that can enable making good decisions for the college. I intend to meet with you shortly to discuss how we can make this plan work.

pc: James E Bultman
Lori Mulder
Barry Werkman
Moses Lee
Mike Jipping



HOPE COLLEGE

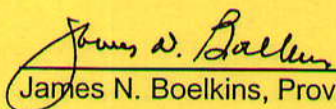
OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2008-2009

Name: Dershem, Herbert L.
Rank: Professor of Computer Science and Director of Institutional Research
FTE: 0.67
Salary: \$62,719
Tenure Status: Tenured

On behalf of Hope College, I am pleased to offer you this contract for reappointment to the Hope College faculty, effective July 1, 2008. Your responsibilities include teaching, scholarship and service in accordance with the provisions of the *Faculty Handbook*. The information above describes your base salary for nine months (unless stated otherwise) and any merit/equity adjustments made this year. Payment will be made semimonthly over a twelve-month period unless you request in writing a ten-month period. Your first paycheck will be issued on July 15, 2008.

On behalf of the Trustees and the Administration, I want to express our thanks and appreciation for the contributions you make daily to implement the mission and vision of Hope College.



James N. Boelkins, Provost
March 13, 2008

I accept the appointment for 2008-2009 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

Please sign the **white original** and return it to the Provost no later than April 11, 2008. The yellow copy is for your files.

/l/contract.08



HOPE COLLEGE

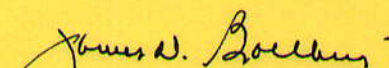
OFFICE OF THE PROVOST

FACULTY CONTRACT FOR ACADEMIC YEAR 2007-2008

Name: Dershem, Herbert L.
Rank: Professor of Computer Science and Director of Institutional Research
FTE: 0.67
Salary: \$60,598 (based on half-salary plus 8 credits of teaching at \$1,812/credit)
Tenure Status: Tenured $46,103 \times 2 = 92,206$ Summer 10,245
Total 70,843

On behalf of Hope College, I am pleased to offer you this contract for reappointment to the Hope College faculty, effective from July 31, 2007 to May 9, 2008. Your responsibilities include teaching, scholarship and service in accordance with the provisions of the *Faculty Handbook*. The information above describes your base salary for nine months (unless stated otherwise) and any merit/equity adjustments made this year. Payment will be made semimonthly over a twelve-month period unless you request in writing a ten-month period. Your first paycheck will be issued on July 31, 2007.

On behalf of the Trustees and the Administration, I want to express our thanks and appreciation for the contributions you make daily to implement the mission and vision of Hope College.



James N. Boelkins, Provost

March 15, 2007

I accept the appointment for 2007-2008 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

Please sign the **white original** and return it to the Provost no later than April 13, 2007. The yellow copy is for your files.

/lz/contract.07

February 23, 2009

TO: Herb Dershem
Director of Institutional Research

FROM: James N. Boelkins
Provost

RE: IR Appointment Terms

Thanks for your patience as we've worked through the details of your continued appointment as the Director of Institutional Research at Hope. On February 17 the Administrative Council reviewed my request for your appointment based on the various scenarios you provided to me earlier in an email and your follow-up conversations with Tom Bylsma. We greatly appreciate your willingness to be flexible in putting this appointment together.

The following outlines the basics of this 0.67 FTE appointment for the next two years (2009-10, 2010-11):

- You will be paid \$40,000 per year for your work as the IR Director, you will be paid the retirement contribution in effect (currently 10.5% or \$4,200), and you will continue to qualify for health insurance benefits as with other full-time faculty.
- You will retain your appointment as Professor of Computer Science.
- You will continue to serve as the PI for the S-STEM grant and receive \$5,000 for this responsibility.
- You will distribute your time approximately as follows: IR – 66.67% for 9 months and 33.33% for 3 months; S-STEM – 33.33% for 3 months

Herb, I trust that this arrangement will be satisfactory to you. We are extremely grateful for your willingness to serve in this capacity. Your work has already been of great assistance to the administration in making decisions. Having a reliable data base is so important to the College.

If the above terms are agreeable to you, please sign below and return one copy to my office.

pc: Tom Bylsma
Doug VanDyken
Lori Mulder

I agree to the above terms for appointment as IR Director _____

Signature

Date