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Office of the President

December 13, 1993

Ms. Catherine Collins
14 Burke Drive
Buffalo, NY 14215

Dear Ms. Collins:

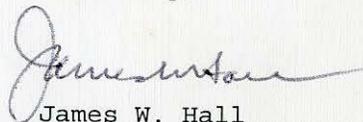
It is with pleasure that I am able to notify you of your reappointment as Mentor, (State title: Associate Professor), at the Niagara Frontier Center at Buffalo. This reappointment will begin effective July 1, 1994 and end on June 30, 1995 at your current annual salary rate, subject to such changes as may be required or authorized by law.

This is a term appointment to a position of academic rank, subject to and in accordance with the laws of this State and the Policies of the Board of Trustees. Article XI, Title D and Article XIV, Title B of these Policies are particularly applicable to this appointment.

According to the Policies, a term appointment is an appointment which shall automatically expire at the end of the appointment period unless terminated earlier because of resignation, retirement or termination. Please note that a term appointment does not carry with it any expectation of reappointment or other appointment. In the event that a term appointment is not to be renewed upon expiration, the appointee will be notified in writing according to the schedule set forth in Article XI, Title D of the Policies.

I would like to take this opportunity to express my personal appreciation for the work that you do on behalf of the College and your commitment to the students we serve. I look forward to continuing to work with you.

Cordially,



James W. Hall

cc: A. Bertholf
T. Rocco
J. Altes