Minutes of the Faculty Advisory Council
University of Oregon

June 9, 1977

Members present: Exine Bailey, Stoddard Malarkey, Ron Rousseve, Dick Schminke, Peter von Hippel, Shirley Wilson

1. The report and recommendations of the Librarianship Proposal Review Committee were presented by the Chairperson, Diane Reinhard. At the conclusion of this very thorough and well documented report, the Council agreed unanimously to recommend that the President implement his tentative decision to close the School of Librarianship. The Council also agreed to meet with the Committee to discuss the issue of "process" in decisions such as that concerning the School of Librarianship. The Council also recommended that the President take into account whatever continuing needs in Librarianship Education the University might be able to fulfill by utilizing resources and personnel which will continue to be available here.

2. The Council will also recommend to President Boyd that he establish a continuing faculty liaison with the State Legislature, such as has been conducted by Stoddard this academic year. The Council feels that the program has been successful and should be continued in the off-season. The O.S.U. Faculty Senate Executive Committee would be supportive of such a program at their institution. Activities of these two liaison persons should be closely coordinated.

3. The I.I.F.S. Faculty Governance proposal was discussed, and the Chairman will communicate to Dr. Romney that we continue to prefer the version that the University of Oregon put forward. He will also indicate that between the I.I.F.S. version and the E.O.S.C. version, we much prefer the I.I.P.S. version.

The meeting was adjourned at approximately 5:00 p.m.

Respectfully submitted,

Shirley J. Wilson
Secretary

cc: President Boyd
    Vice-President Olum
MINUTES OF THE FACULTY ADVISORY COUNCIL  
UNIVERSITY OF OREGON  
JUNE 27, 1977  

Members Present: Exine Bailey, Stoddard Malarkey, Ron Rousseve, Dick Schminke,  
Peter von Hippel, Shirley Wilson  

1. The Council met with President Boyd and Vice President Olum at 2:30 p.m.,  
following luncheon at Bryan's.  

2. The President indicated that there will be a meeting on many aspects of our  
computer needs and after that takes place he will make a final decision on  
the disposition of the administrative data processing matter.  

3. Vice President Olum announced that the committee to choose the Associate  
Provost for Student Affairs has been named. The closing date for applications  
is June 30 and the committee will begin its work soon thereafter.  

4. The President is still interested in establishing a position within the  
administration which is comparable to a Vice President for External Affairs.  
Just how this will be done and what title will be used is still not decided.  

5. This Council will suggest to the incoming Council that they monitor progress  
on, or initiate action on the following matters:  

   a. A process which insures a reasonable number of new faculty and makes  
the most effective use of older faculty members. Perhaps a small  
group of faculty should be named to examine this issue. Aaron Novick's  
name was mentioned as one who has given the matter a lot of thought  
and would be a valuable resource to such a committee.  

   b. Implementation of the decision on the School of Librarianship.  

   c. CSPA is working on a staffing and course offering plan which will  
guide decisions in making the financial cutbacks requested by the  
President and Vice President. There has been some concern that the  
School was making personnel decisions without such projected plans.  

   d. The President announced that faculty salaries should be 14.66% above  
what they are now by the beginning of the next biennium (1979). The  
State Board requires that a significant part of the 14.66% be as-  
signed as follows: 1) for merit increases; 2) for across the board  
increases to those who have rendered fully satisfactory service;  
3) to correct inequities; 4) to increase salaries for those who have  
been promoted. Each campus is allowed to decide what proportion of  
the 14.66% will be assigned to each of these categories. Five percent  
of the increase will be made by July 1, 1977, 4% by April, 1978, and  
5% by December 1, 1978. The April date may be altered if the insti-  
tution needs more time to absorb the increase in its budget. Under-  
funding by the Legislature will cause some problems to the institution,
thus making it necessary to have some flexibility in implementing
the salary increases.

e. The disposition of the administrative data processing matter.
f. Re-organization in the Student Affairs area.
g. Establishment of a position for External Affairs.
h. Meet early in the year with staff in the Affirmative Action office.
i. Appoint two faculty members to the Development Fund Board.

The Council recommends that the incoming Council meet with a variety of con-
stituencies. Such meetings have proved to be of value to all participants in
increasing understanding of important issues.

6. At 3:35 p.m., the Council was joined by members of the new Council and the
Librarianship Proposal Review Committee members. Diane Reinhard presented
the Committee's files to Chairman von Hippel who transmitted those files to
President Boyd for his use as the Librarianship School decision is implemented.

7. There was then a full discussion of the process which was followed in the
matter of discontinuing the School of Librarianship.

It seemed to the Committee that the investigation should have been done before making
the tentative decision, announcing it, and then asking for an investigation of
the soundness of that decision. Negative consequences of this process in the
eyes of at least some of the Committee were as follows. Persons in the
librarianship community of the State felt that they had not been consulted and
were unhappy with the University because of this; there is a subtle reluctance
or perhaps ambivalence on the part of at least some of the faculty to consider
making a recommendation counter to that recommended by the President; the
announcement of the tentative decision was disastrous to the morale of the
faculty in the School of Librarianship; and a tentative decision does have a
force of its own, that is, it may be somehow easier to confirm the decision
than to refute it. The Committee also felt that it did not have access to
information on University-wide programs and what "trade-offs" might have been
possible; such as cutting something else and recommending that more money be
put into the Librarianship program. It was also suggested that it might have
been better if the announcement had been more tentative. This might have al-
leviated some of the bad feelings toward the University which the decision
created in the librarianship community of the State. Vice President Olum made
the point that it is critically important to be completely honest and open
about such an important decision and that it is possible that we could not
have avoided some of the ill feelings. Timing is always of the utmost im-
portance and since all groups cannot be informed at the same time, it is dif-
ficult to know which to contact first. During the discussion it was also
suggested that more attention be paid to how parts of a program will be "picked
up" or incorporated in other departments before closures or cutbacks are made
final.
There was also a suggestion that review of all departments be periodically accomplished and that these reviews could then become a part of the budget decisions. Vice President Olum expressed concern that institutionalized program review procedures can become routine and thereby meaningless. Several modes of review and the accompanying costs were discussed: a review committee from outside the University, a review committee from within the University, calling experts in the field and asking their opinion of programs.

President Boyd, Vice President Olum, and members of the current Council responded to concerns presented by the Librarianship Committee. It was explained that early in the year, the Council had to respond to a proposal from the I.I.F.S. on "procedures for making institutional policies." Because of this, a great deal of discussion had taken place on matters such as discontinuing an academic program. When actual proposals came forth, such as the CSFA cutback and the School of Librarianship closure, there was probably more congruence between the Council and central administration on the mode of decision-making than there was between the Council and the general faculty or the central administration and the faculty. Decisions of this magnitude could be made by proposing them to the general faculty first, but President Boyd chose not to do this for the following reasons: it would put faculty in a position of voting on the fate of colleagues, issues of confidentiality and questions of quality would be extremely difficult to handle in the general forum of faculty meetings. Ron Rousseve described the style leadership followed by the President and Vice President this year and commented that this year's Council was in general agreement that this was an effective model of leadership for this institution. When faced with a condition of financial exigency, the central administration was forced to choose that which could be cut back or eliminated. In the case of the School of Librarianship, President Boyd and Vice President Olum did a "mini-evaluation", set forth tentative findings, consulted with the faculty through the Advisory Council, then sought faculty study and recommendations of the tentative decision.

President Boyd indicated that he would not be disposed to recommend major changes at the departmental level because this had to remain the prerogative and the responsibility of the Dean of the school or college. The President and Vice President agreed that re-allocation of resources was equally or perhaps more important then deciding where to cut back. The Faculty Committee on Program Priorities will work with Vice President Olum on the re-allocation of resources.

It was agreed that the H.P.U.P. model of decision-making should be avoided. It was generally agreed that the closure of a program is traumatic no matter how or why it is done and that the President and Vice President would continue to rely heavily on the Council for advice on how best to proceed with such matters.

8. It was agreed that the Freshmen and Graduate Reports will be released by the President as soon as he has confirmation from Dick Hill that the reports are reasonably and responsibly done.

The meeting was adjourned at 4:45 p.m.

Respectfully submitted,

Shirley J. Wilson
Secretary
Minutes
Faculty Advisory Council
July 18, 1977, Johnson Hall Conference Room, 3-4 p.m.

Members Present: Exine Bailey, Barbara Caulfield, Edwin Coleman, Richard Littman (Chair), Michael Posner, Norman Sundberg (Secretary), and Sanford Tepfer

Others: President William Boyd and Vice President Paul Olum

1. President Boyd stated that he called the meeting primarily to discuss the establishment of the Labor Education and Research Center and the appointment of Steven Deutsch as Acting Director. He stated that a national search will be conducted for the regular director, but for several reasons it was important to get started as soon as possible and make an impact with the program in educational workshops and research. He anticipates it will take six months to a year before the regular director can be appointed. Dr. Deutsch has worked with Miles Romney in the planning and lobbying for the Center and is ready to assume responsibilities. President Boyd has cleared the acting appointment with Myra Willard for Affirmative Action requirements. Letters are going out to fifteen unions for a statewide advisory board to the center. (AFT and OSEA are included but not AAUP, because only organizing unions having contracts are included.) Deutsch has stated he will not be a candidate for the permanent directorship in order to avoid charges of special interests or bad faith on the part of the University. There was some discussion about how to word the statement so that the decision might be reconsidered if the search committee is unable to recommend an equally qualified person. The Advisory Council agreed unanimously about establishing the Center soon with Steven Deutsch as acting director.

2. In the second half of the meeting there was brief discussion of several topics:

   a. Regarding salary improvement, Sandy Tepfer suggested that a move from 3 increments to 2, with the second one starting in September, 1978, might be investigated.

   b. Regarding Development Fund appointees, the President indicated the importance of having people who are willing to work and are comfortable with soliciting contributions themselves. He had no objection to emeritus professors, but thought that there was value to rotation. Carlisle Moore and Lloyd Staples, the present members, are emeriti.

   c. Provost Olum noted that the Advisory Council is responsible for setting up two hearing panels, if cases come up against faculty members. Exine Bailey noted that the preceding Council had set up such panels, and it was agreed that there would be a need only for replacing members that may not be on campus.

   d. The President indicated that new state auditing procedures will require a more steady rate of expenditures in departments in the future. Monitoring will be conducted to avoid the holding of "reserves" until the last quarter of the biennium.

   e. In response to a question about Amazon housing, the President said there was nothing new. The new director was trying to meet with 12 randomly chosen tenants. There is a lower occupancy rate in Westmoreland. The possibility of a needs test for setting priorities for tenancy at Amazon was discussed.
MINUTES
FACULTY ADVISORY COUNCIL
University of Oregon

July 11, 1971, 1:30-3:30 p.m., Johnson Hall Conference Room


1. The outgoing chairperson of the 1976-77 Advisory Council (A.D.), Peter von Hippel, chaired the initial part of the meeting. He covered the following topics:

   a. A brief review of the role of the A.C. members noting that they are representatives of the University as a whole, rather than certain sections or departments, and indicating that it was useful to have meetings with various units or offices in the "constituency."

   b. The location of the minutes and other papers from the previous A.C. in the President's Office; they are indexed for convenient reference.

   c. Review and discussion of 13 ongoing problems for the new A.C., listed in von Hippel's memo of July 7.

   d. Election of the officers of the new A.C. by secret ballot. The results were that Richard Littman was elected chairperson and Norman Sundberg secretary. Littman conducted the remainder of the meeting.

2. Discussion of plans for meetings. It was decided that the A.C. would be "on call" for the remainder of the summer. The regular meeting time during the new academic year will be the same as that of the previous A.C., namely, each Monday, first a meeting alone from 1:30-3:00 p.m., followed by a meeting with President Boyd and Vice President Olum from 3:00 to 5:00. (Dr. Coleman has to reschedule a class for this meeting time.

3. Discussion of which topics might be taken up soon. It was suggested that the Council make the two appointments to the Development Fund soon; Dick Littman will look into present membership and desirable qualities for appointees. Myra Willard and the Executive Committee of the OSU Senate have separately requested fall meetings with the A.C. The latter meeting will probably be in Corvallis, and Exine Bailey will contact the head of the Executive Committee for information.

4. Paul Olum met with the Council to discuss the President's letter to the faculty announcing a 4.25 per cent salary improvement across the board immediately and requesting comments on procedures subsequently to be followed in the two remaining improvements during the biennium. Dr. Olum also discussed likely cuts in the total University budget. The Council agreed that in the event there had to be a delay in implementing the second salary improvement step because of lack of funds, that the date be set back to September 1978 rather than July. This view is to be conveyed to President Boyd though, it should be noted, Mr. Olum was present during the discussion of the matter.

Respectfully submitted,

Norman Sundberg
Secretary, Faculty Advisory Council

NS/kn
cc: President Boyd
    Provost Olum
Minutes of the Faculty Advisory Council
University of Oregon

April 25, 1977

All members present

The Advisory Council meeting was convened at 3:00 p.m.

John Lallas, Executive Dean, presented a document outlining a proposed reassignment of Student Service functions. After an initial question and answer session with Dr. Lallas, the Council asked Vice-President Olum to join the discussion. The Council endorsed the reassignment plan, recognizing that further refinements will be made by those administrators responsible. The Council will be consulted as further planning takes place.

Dr. Olum presented the problem of assigning reserved parking places to faculty and staff. There seems to be considerable discontent and no obvious solutions. The Council recommended that Dr. Olum ask the Committee on Committees to appoint a committee to review current policy and to act on further requests for the assignment of reserved spaces.

Dr. Olum asked if the Council members wished to receive more of the initial report on C.S.P.A. reorganization. All felt that the part already distributed was adequate for now.

Chairman von Hippel indicated that Exine Baily has agreed to serve on the Ersted Award Committee.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

Shirley J. Wilson
Secretary

cc: President Boyd
    Vice-President Olum
Minutes of the Faculty Advisory Council
University of Oregon

18
April 18, 1977

All members present

1. Peter distributed copies of his latest response to Norm Sundberg.

2. A memo from Bob Albrecht to President Boyd was also distributed. The memo indicated that any increase in G.P.A. requirements for admission will not be considered for the immediate future. He reported that the Vice-Chancellor of the State Board has suggested that a joint committee of O.S.U. and U. of O. faculty be appointed to study the matter and make recommendations for the future.

3. The Council discusses the charge of the committee that will review the administrative recommendation to discontinue the School of Librarianship. That committee will be asked to give an independent opinion on the short and long range effect on students and on the University of this recommendation. They will be asked to submit a written report and to meet with the Council upon completion of their study.

4. The Klopfenstein committee report on computing and data processing will be circulated this week to the Council. The report will be discussed at the next meeting.

5. In the matter of post tenure review, it was suggested that the Council of Deans insure that there are self-reports of activities from tenured faculty members and also periodic evaluative statements from chairmen of departments for tenured faculty. These self-reports and periodic evaluations would provide basis for a post-tenure review at the appropriate time.

6. Stoddard and Shirley will represent the Council at meetings with the Accreditation Team next week.

7. It was recommended that next year's Council consider the question of term of office and mode of election of its members early in the year.

8. The Council will ask President Boyd for a report on the committee to review the administrative side of the University.

9. Names were suggested to serve on the Committee to Establish Procedures for Review and Evaluation of Administrators. The Council then discuss the possible charge which that committee would have and assumed that it would be responsible for establishing procedures, time tables, and who would be reviewed. The term of appointment of Deans was also discussed. The Council will ask President Boyd to clarify this point.
10. Stoddard reported that President Boyd and President MacVicar of O.S.U. have been meeting with groups throughout the state to develop support for the Governor's budget. Concern was expressed for the bill which would establish out-of-state tuition for graduate students. Should this bill pass, the University might need to consider reallocation of funds to offset the increased cost to these students.

11. Peter has agreed to put together some of the material on "faculty flow."

President Boyd and Vice-President Olum joined the Council at 3:10 p.m.

12. There was further discussion of the Committee to review the decision on the School of Librarianship. President Boyd reported on a letter which he had received from Dr. Mazo, President of the local A.A.U.P. Chapter. The letter raised questions about the procedure to be followed after the committee reports to the Council. President Boyd indicated that the committee will look at past activity and future promise of the School. The committee should be alerted to the fact that their document will be a public record. President Boyd then indicated that it is possible that a Summer-Session-only program in Librarianship might be a need for the future.

13. The question of keeping the campus "open" to recruiters who wish to interview students was brought up by President Boyd. He will try to identify any written statements which the University has on this question of an "open campus" and circulate such documents to the Council.

14. President Boyd reported that the Committee to review the academic side of the University has met but has not as yet reported its progress to him. He will keep the Council informed.

15. President Boyd reported that under the State Board's Administrative Rules, there are no six year term appointments for administrators. The institution can appoint for a stated period and indicate that an evaluation shall occur at the end of that stated period. The Council suggested that someone from the Student Services area be added to the committee. The committee will report directly to the President.

16. The problem created for the University by the possibility of out-of-state tuition for graduate students was discussed further. President Boyd reported on his testimony in this regard.

17. Vice-President Olum made some comments on progress being made in the C.S.P.A. reorganization.


19. It was agreed that Shirley would provide Council members with copies of the reports on the freshman and graduate questionnaires. The Council will then discuss with the President the distribution of these reports.

The meeting was adjourned at 5:10 p.m.

Respectfully submitted ... Shirley J. Wilson
Secretary
Minutes of the Faculty Advisory Council
University of Oregon

April 11, 1977
1:30 p.m.

Members Present: Exiñe Bailey, Ron Rousseve, Dick Schminke, Gene Scoles, Peter Von Hippel, Shirley Wilson

1. Shirley volunteered to serve as secretary for the rest of the year since Stoddard is especially busy with Legislative liaison activities.

2. Peter read the names of members of the Program Improvement Committee: Paul Civin, Linda Hearn, Aaron Novick, Mike Posner, Ralph Sunderland, Herman Totten, and Stoddard Malarkey. The Council discussed the composition of the Committee and expressed surprise that the head of the Budget Office was also a member of such an advisory committee. The responsibilities of the Committee are to make recommendations on program improvement budgets put forth by University departments when money is available. This Committee, in combination with the Advisory Council, could serve as a budget advisory body to the President and Vice-President.

3. There was a discussion of raising the admission standards, and again the Council agreed that it is not the right time to pursue the issue further. There is opposition to such a proposal both in the Chancellor's office and elsewhere. The Council also feels that there are a number of things that can be done to improve the recruiting of outstanding students without changing admission standards. Positive steps in the direction of improved recruiting should and are being encouraged by the President.

4. The Council discussed its role and function at some length. The lack of continuity created by the abrupt turnover within the Council was a focal point of the discussion. The Council feels very uneasy and uninformed at the beginning of its term in office and therefore is quite tentative in its advice to the President and Vice-President. Feeling was also expressed that continuity of membership might lead to lack of spontaneity or a loss of faculty perspective on issues. The Council generally agreed that its role was that of "Devil's Advocate" for those decisions made by the executive heads of the institution. It was also agreed that the Council should not be a body that approves things, since they are not equipped to do so in terms of the information they have on the various issues. It is this Council's opinion that the chief executives of the institution make hard decisions, and that the Council reviews these decisions in terms of the procedure and process. The Council must also be alert to the impact of decisions on the faculty and the University as a whole. The Council agreed that changing the term of membership for Council members does not seem advisable.
5. Norm Sundberg's latest letter regarding guidelines for handling budgetary cutbacks was discussed. The Council feels that it is neither possible nor desirable to develop such guidelines. Peter will contact Norm and talk with him about this matter. The Council did agree that at the appropriate time it would be glad to meet with Norm and others from C.S.P.A.

6. The issues of reorganization of Student Affairs and Administrative Data Processing were both briefly discussed. The Council will ask Vice-President Olum if there is any helpful role it can play in moving these matters along.

7. The observation was made that it seemed unwise to close the Student Union during Spring Vacation when the campus is flooded with visitors attending regional athletic tournaments. There was also expression of concern for the difficulty which non-University persons experience in scheduling campus facilities. It was agreed that both of these matters should be brought to the attention of Vice-President Bogen.

Vice-President Olum joined the Council at 3:00 p.m.

8. The cut-back of salaries for faculty teaching in Summer Session was again discussed. Prior commitments made to visiting faculty for Summer Session teaching will be honored. Vice-President Olum reaffirmed his willingness to meet with faculty groups to explain the reasons and rationale for budget decisions.

9. The Council expressed its view that the Program Improvement Committee and the Advisory Council should be used together in advising the President and Vice-President on budgetary or program matters.

10. The Council reviewed its reasons for not suggesting election procedure changes which would ensure continuity of Council membership. Vice-President Olum expressed regret for the consequent loss of expertise and awareness of background information on issues which are brought to the Council for its consideration. He would prefer that Council members be selected on two-year staggered terms. The Council agreed to consider the matter further.

11. The Council asked for clarification of the charge to the President's Ad Hoc Advisory Committee "to inspect the administrative side of the University." Vice-President Olum indicated that it was his understanding that the Committee could inspect all non-instructional areas of the University. The Council raised the question of the impact of this Committee's findings on the pending reorganization of Student Affairs area.
Faculty Advisory Council
April 11, 1977
Page Three

12. Vice-President Olum reported that the response paper prepared by the C.S.P.A. task force has been received and an initial meeting has been held with Dean Kelly. Since another meeting is scheduled for the near future, a full report of the discussions was deferred to a later Council meeting.

13. Vice-President Olum reported on the results of the meeting with the faculty of the School of Librarianship. A committee of faculty members has been selected to review the recommendation that the School be discontinued. That Committee will report its findings to the Advisory Council. After receiving the report from that Committee, the Advisory Council will make its recommendation to the President. Vice-President Olum indicated that an Acting Dean will be appointed to serve in Dean Totten's absence next year.

14. Vice-President Olum reported that the committee which reviewed Aaron Novick as Dean of the Graduate School has recommended that a faculty committee be appointed to establish procedures for periodic evaluations of administrators. The Council was asked to suggest names for such a committee at its next meeting.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

[Signature]
Shirley J. Wilson

cc: President Boyd
Vice-President Olum
Minutes of the Faculty Advisory Council
University of Oregon

April 4, 1977

Members Present: Bailey, Malarkey, Rousseve, Scoles, Von Hippel, Wilson

President Boyd joined the Council at its 1:30 session.

1. President Boyd announced that Dr. Totten has resigned as Dean of the College of Librarianship effective August, 1977. It was agreed that a committee should be appointed to examine the question of whether the School of Librarianship should be continued. The Council will discuss the issue further with Dr. Olum.

2. The Council members commented on faculty reaction to recent news releases concerning budget cuts. It was agreed that it is difficult to "language" the announcement of cuts without harming the image of the University as a strong institution.

3. The Council discussed the need for departments to develop program-improvement plans on a long-range basis in order to respond if and when money becomes available (perhaps through re-allocation). It was agreed that the Council might be involved in consideration of assignment of monies to programs but that some other viable faculty body should have the major responsibility for reviewing such plans. During the discussion, it became apparent that inter-disciplinary programs must have some monitoring to ensure that departments do not precipitously cut off support.

4. Members of the Council agreed that the turn-over in this group is a problem that should be addressed and a solution suggested before the year is over.

5. It appears that the timing is not right to propose raising the standards for admission. However, there are many things that could be done to improve recruiting, especially the recruiting of highly qualified students. President Boyd has asked Jim Buch, Director of Admissions to prepare a set of recommendations to this end.

6. President Boyd reported that the team of visitors from the State Board were favorably impressed during their stay and felt they had gained a better understanding of many aspects of the University.

7. Stoddard reported on legislative activity. Faculty from O.S.U., P.S.U., and the U. of O. are working as a team to testify to appropriate committees when the Higher Education bill is considered.

Vice-President Olum joined the Council at 3:00 p.m.

8. Ron Rousseve asked for a report on the University Senate's action on the proposed minority-disadvantaged program. This led to a general
Faculty Advisory Council  
April 4, 1977  
Page Two

discussion of the difficult problem we face in trying to increase minority access to the University's programs.

9. Dr. Olum agreed that some Faculty group other than the Council should be involved in making decisions on re-allocated monies. He indicated that decisions he makes in this regard will be taken both the the Program Improvement Committee and to the Council.

10. Dr. Olum explained that he would not ask for annual review of Faculty with tenure. After some discussion, he decided it might be advisable to send a clarifying memo to the faculty.

11. C.S.P.A. report coming this week.

12. Jewish students may register early next Fall because of Yom Kipper.

13. D.E.W.#3 was presented by Dr. Olum. We will await the committee's report before considering the matter further.

14. Names of faculty to serve on the committee to study the School of Librarianship were reviewed with Dr. Olum.

15. Dr. Olum offered a correction on #6 of the March 14 minutes. A corrected copy is attached.

The meeting was adjourned at 5:15 p.m.

Respectfully submitted,

Shirley Wilson  
Secretary Pro Tem

cc: President Boyd  
Vice-President Olum  
Dick Schminke