

UNIVERSITY OF MASSACHUSETTS

AMHERST•BOSTON•DARTMOUTH•LOWELL•WORCESTER

**MINUTES OF THE MEETING OF THE
BOARD OF TRUSTEES**

**Wednesday, August 4, 2004; 9:15 a.m.
Worcester Room
Hoagland Pincus Conference Center
222 Maple Avenue
Shrewsbury, Massachusetts**

Trustees Present: Chair Fey; Vice Chair Giblin; Trustees Austin, Boyle, DiBiaggio, Dubilo, Karam, Kennedy, King, Labrecque, James Mahoney, Robert Mahoney, McCarthy, Moes, Moseley, O'Shea, Pham, Rainey, Sheridan and White

Trustees Absent: Trustees Cassel and Murphy

University Administration: President Wilson; General Counsel O'Malley; Vice Presidents Julian, Chmura, and Gray; Ms. Harrington; Associate Vice President for Academic Affairs; Mr. O'Riordan, University Budget Director; Mr. Cofield, Executive Vice President, UMASS Foundation; Chancellors Lombardi, Motley, MacCormack, Hogan and Lazare

Faculty Representatives: Professor O'Connor, UMASS Amherst; Professor May, UMASS Amherst; Professor Schwartz, UMASS Boston; Professor Carter, UMASS Lowell, Dr. Cooke, UMASS Worcester

Chair Fey convened the meeting at 9:30 a.m.

The next item on the agenda was **Consideration of Minutes of the Previous Meeting of the Board.**

It was moved, seconded and

VOTED: To approve the minutes of the May 5, 2004 meeting of the Board.

The first item on the agenda was the **Chair's Report.** Chair Fey welcomed the new Student Trustees to their first meeting: Matthew Murphy, UMASS Amherst (not in attendance), Tuan Pham, UMASS Boston; Matthew Moseley, UMASS Dartmouth, Michael LaBrecque, UMASS Lowell and Jeffrey King, UMASS Worcester. The student members of the Board bring us energy and passion and connect us to the student body.

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Chair Fey then expressed her gratitude to the Board for supporting her as Chair of the Board over the last four years. It has been an honor and a privilege to lead the Trustees and has been a rewarding and enjoyable experience. We have weathered recent controversies, confronted the challenges; we've coped with harrowing budget cuts with the support of the President and his staff, the Chancellors and their staff, with the dedication of our faculty and the flexibility of our students. The University has turned the corner with a substantial increase in our budget that will allow the campuses to restore, rebuild and rebound. We are working hard to generate new sources of revenue.

The University went through a painful period with the culmination of the departure of a leader who gave his heart and soul to the University and brought UMASS much success. We recently honored President Bulger with a dinner that generated a million dollars for student scholarships. With Jack Wilson, the Presidency has passed into the hands of a talented, energetic and dedicated new leader who is off to a very strong start.

The University continues to move forward. Our research funding has continued to grow; we have proven successful commercializing intellectual property and found tremendous growth through UMASS OnLine.

Chair Fey reported her intent to continue to serve the University as a Trustee and looks forward to serving with a new Chairman, someone that will bring passion, experience and dedication to this position. The new Chairman will provide wise leadership and keep UMASS on a steady course.

As a graduate of a public University, (University of Maryland) Chair Fey stressed the importance of her education; her experience on this Board working with talented, dedicated colleagues, students, faculty, staff and administrators will always hold a special place in her heart.

The members of the Board and the audience give Chair Fey a standing ovation.

Chair Fey introduced Trustee King to give the **Student Trustee Report, UMASS Worcester**. Trustee King welcomed everyone and offered his appreciation for the opportunity to speak.

Trustee King reported on the faculty appreciation fund, an initiative strongly supported by former Trustee Sean Reed. Because there was little opportunity for interaction between faculty members and students, a program was developed that allowed a time where the students and faculty members come together to discuss personal issues. The Faculty Appreciation Day was established; faculty members received a mug and a note of thanks.

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Faculty members appreciated the gesture and it was decided that funds would be raised to enhance the program. There were raffles, bake sales, a student/faculty golf tournament; eight thousand dollars was raised and the program is a success. In the future, the program plans to continue the Faculty Appreciation Day as well as find ways to pair students and faculty members together attending conferences, and participating in research activities.

Trustee King reported on his plan to aid the fundraising efforts towards this program and would seek assistance from the other members of the Board.

The next item was remarks from Natalie Crawford Smith, representative from SEIU, Local 888 expressing her concern over the lack of salary increases for the 400 classified employees on the Boston campus. The average salary for a classified employee is \$30,000; these employees work hard behind the scenes ensuring the Boston campus runs smoothly.

Ms. Crawford Smith stressed the low morale on the Boston campus amongst the classified staff and asked that the Board members intervene on their behalf.

Trustee McCarthy thanked Ms. Crawford Smith for her comments and stated that he is doing everything he can to rectify the situation... The signing of the contract lies with the Governor and emphasized that this issue is a top priority. We are working with the AFL-CIO, the Legislature and the members of House Ways and Means to get this done and we ask that you continue to work with your union president.

The next item was the **President's Report**. President Wilson offered his support for Ms. Crawford Smith and the classified employees. President Wilson thanked Chancellor Lazare and his staff for their hospitality. He then thanked Chair Fey for her work as chairperson, member of the Board and leader of the community. Chair Fey's impact on the University will have long-lasting results. President Wilson also thanked Ted Fey for his support during a period of extreme difficulty. He stated his confidence in the new leadership team which will help guide the University to new achievements.

President Wilson then welcomed newly-appointed UMASS Boston interim Chancellor Keith Motley to his first full Board meeting. Dr. Motley played a leadership role in last week's successful Democratic National Convention concert at the Boston campus. The Pops Concert generated new funding for scholarships on the campus.

President Wilson also welcomed the new student Trustees to their first full Board meeting and reported on the following:

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The House and Senate enacted legislation authorizing the sale of 110 acres of UMASS land on Nantucket (the site of the UMASS Field Station) to the Nantucket Conservation Foundation. The sale will generate \$20 million in endowed funds and the Field Station which houses important environmental teaching and research, will continue on the property. President Wilson thanked Senators Therese Murray, Robert O'Leary, Representative Eric Turkington, Grace Grossman (who passed away last week) and Executive Vice President James Julian for their work with this initiative.

Reporting on budget matters, President Wilson indicated that the base UMASS appropriation has increased from \$327 million last year to \$392 million this year. Appropriations for Commonwealth College, the College of Visual and Performing Arts and the Advanced Technology Manufacturing Center have been funded. We also have a commitment from the Governor's office for \$36 million in capital funding for FY2005.

President Wilson also reported on campus efforts to replace faculty lost since 2001, the success of the 4th Annual UMASS Alumni Evening at the Boston Pops, the efforts to develop a science and technology investment center and the awarding of 10 grants to help accelerate the commercialization of technology developed in UMASS laboratories.

President Wilson concluded his remarks by announcing the hiring of Dr. Abigail Barrow to lead the new UMASS Technology Transfer Center, the Chancellor's Search at UMASS Boston which will begin in September and the scheduled reviews of Chancellors Hogan and Lazare.

Chair Fey introduced the **Consent Agenda**. It was moved, seconded and

VOTED: To accept the following Audit Reports on the Board Consent Agenda:

1. PricewaterhouseCoopers Annual Audit Plan (Doc. T04-056)
2. University Audit Report (Doc. T04-056)

The next item on the agenda was the **Report of the Committee on Academic and Student Affairs**. Trustee White, Chair of the Committee reported that the Committee met on July 20. Associate Vice President Harrington had led a discussion on the tenure process for soliciting peer reviews and the importance of such reviews to the tenure decision process. The discussion included the role of teaching, advising and mentoring in the evaluation process and the importance of maintaining high standards for the awarding of tenure.

The first action item considered by the Committee was **Student Government Constitution, UMASS Lowell**. Revisions to the Constitution changed student representation to a college rather than class basis, refined processes for activities and judicial matters, and created representation opportunities for resident and commuter students and athletes.

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It was moved, seconded, and

VOTED: To approve, with amendments, the Lowell Student Government Constitution as contained in Doc. T04-007.

Article IV: The Representation of the SGA
Section 2., B.

To establish and suspend such special and standing committees as it sees fit, with the ultimate power and responsibility resting in the SGA.

Article XII: Removal from Office
Section 2., B.

By striking from the third sentence the word “refute” and replacing it with “respond to”. By adding a sentence at the end of the section: The burden of proof will lie with the accuser.

Article XIII: Faculty Advisors
Section 1

The SGA shall have as a primary advisor the Dean of Student Life or his or her designee ~~by said Dean with SGA approval.~~

Article XX: Implementation of this Constitution

To strike from the third sentence: This Constitution shall not be considered in permanent effect until approved by the Board of Trustees ~~or its designee.~~

The next item was **Appointment to Named Professorship, UMASS Worcester.** This item concerned the appointment of Peter Newberger as the first incumbent of the Ali and John Pierce Chair in Pediatric Hematology Oncology. Dr. Newberger was the physician who treated Ali Pierce and is a distinguished researcher within the Cancer Center at the Lazare Research Building.

It was moved, seconded and

VOTED: To concur with the President in the appointment of Peter Newberger as the first incumbent of the Ali and John Pierce Chair in Pediatric Hematology Oncology at the University of Massachusetts Worcester. (Doc. T04-055)

The next item was **Revisions to the Graduate Medical Education Personnel Policy of the University of Massachusetts Medical School.** These revisions reflect changes required by the Accreditation Council on Graduate Medical Education.

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It was moved, seconded and

VOTED: To approve the revisions to the Graduate Medical Education Personnel Policy of the University of Massachusetts Medical School as contained in Doc. T00-024, as amended.

The next item was **Master of Architecture, UMASS Amherst.** Trustee White reported that there is no professional architecture program at any public institution in the Northeast. This program would serve a unique market. After a detailed evaluation of the existing and planned programs, the National Architecture Accrediting Board visiting team stated in January 2002 that the UMASS proposal had the potential to create a new model for architecture education.

It was moved, seconded and

VOTED: To approve the Master of Architecture at the University of Massachusetts Amherst as contained in Doc. T04-062.

Chair White stated that the Committee's recommendations with regard to Tenure will be taken up in Executive Session.

The next item on the agenda was the **Report of the Committee on Administration, Finance and Audit.** Trustee Dubilo, Chair of the Committee reported that the Committee met on July 22 and engaged in an extensive discussion and approval of the University's capital plan. Each campus Vice Chancellor presented a comprehensive review of their recent and near term capital activity.

The Committee also reviewed the University's preliminary operating budget for FY05 showing a 9% increase in revenues from FY04-FY05 representing strong state dollar support and impressive campus revenue activity. A student financial aid report indicated that the University has increased aid in FY04 by some \$33 million over FY03.

The Committee approved the creation and renaming of a number of revenue accounts and heard from our external auditors, PricewaterhouseCoopers regarding the FY04 audit.

The first item was **FY2005-FY2009 University Capital Plan.**

It was moved, seconded and

VOTED: To approve the University of Massachusetts FY2005 to FY2009 Five Year Capital Plan as contained in Doc. T04-058.

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The next item was **FY2005 Allocation of State Funds.**

It was moved, seconded and

VOTED: To direct the President to develop an allocation plan for the amount appropriated for the University in Line Item 7100-0200 of the state appropriation act for Fiscal Year 2005, and to notify the Board of Trustees and the House and Senate Committees on Ways and Means of said plan. (Doc. T04-059)

The next item was the **Establishment of the Ali and John Pierce Chair in Pediatric Hematology Oncology, UMASS Worcester.**

It was moved, seconded and

VOTED: In accordance with sections 1A(e) and 11 of Chapter 75 of the General Laws, to establish an endowed chair in pediatric hematology oncology at the University of Massachusetts Worcester to be known as the Ali and John Pierce Chair in Pediatric Hematology Oncology. (Doc. T04-055)

The next item was **Authorization of a Non-Resident Tuition Retention Program and the Establishment of the Non-Resident Tuition Retention Trust Fund, UMASS Amherst.**

It was moved, seconded and

VOTED: To authorize, in accordance with the provisions of section 242 of Chapter 149 of the Acts of 2004, a pilot program for out of state tuition retention allowing the Amherst campus to retain, in fiscal years 2004 and 2005, all tuition paid by students who are not residents of Massachusetts. Provided that no resident of Massachusetts is denied admission to the Amherst campus as a result of the tuition retention pilot project. The President shall issue guidelines and the Chancellor of the Amherst campus shall develop operating procedures for the administration of the program including the funding of fringe benefits for those employees who are paid from tuition retained funds. The President shall develop a report on the progress of this initiative no later than January 15, 2005 to include the number of out of state students attending the school, the amount of tuition revenue retained under the program, and any programs or initiatives funded with the retained revenue.

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And further,

To establish, in accordance with the provisions of Chapter 75 of the General Laws and section 242 of Chapter 149 of the Acts of 2004, the Non-Resident Tuition Retention Trust Fund for the Amherst campus. All tuition revenues received from non-resident students at the Amherst campus shall be deposited into this fund. Expenses (both direct and indirect) for the support of campus activities and programs shall be paid from this fund. (Doc. T04-060)

The next item was **Establishment of the Marine Operations Reserve Trust Fund, UMASS Boston.**

It was moved, seconded and

VOTED: To establish, in accordance with the provisions of Chapter 75 of the General Laws, the Marine Operations Revenue Based Trust Fund for the Boston campus. Revenues generated from marine activities will be deposited into this fund. Expenses (both direct and indirect) will be paid from this fund. Fees and charges for various marine services may be established by the Chancellor, and will be reported to the President annually. (Doc. T04-061)

The next item was **Amendments to Statement of Trust, President's Office.**

It was moved, seconded and

VOTED: To amend the statement of trust established by Trustee Vote T00-017 by renaming the fund the University Collaborative Services Center Revenue Based Trust Fund for the President's Office; and further to amend the statement of trust by striking everything after the words "General Laws" and inserting thereafter the following:

“The University Collaborative Services Center Revenue Based Trust Fund for the President's Office. Expenditures from the Fund shall be used for the costs of operations, management and other activities of the Center and related support provided by the President's Office.” (Doc. T00-017, as amended)

Trustee Mahoney, Chair of the Development Committee then gave the **Development Committee Report.** The Committee met on July 22, 2004 and heard reports on this year's fund raising activities. The current state of the economy, the controversial transition year for the University as well as changes in the campus development offices led to the inability to reach our goals with Amherst being the only campus of the five to meet its original goal for the year.

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In total, \$71 million was raised for FY04; \$63 million of this represented cash and pledges and grants. The goal for FY05 is \$82 million; with the new President and Chancellors we have made a commitment to advance the fundraising operations. It is important to establish with our legislators the matching gift program for the University which is one of the most effective fundraising tools in our system.

Mr. Cofield has been asked to put together a program with President Wilson that will help devise a strategy to sell to our legislative leaders. We need to progress on the fundraising front towards a \$100 million plus annual program.

President Wilson commented that he is optimistic about next year's matching gift program foreseeing a possible match of the \$20 million from the sale of the land on Nantucket.

President Wilson then asked the Board to approve Dr. J. Keith Motley as the **Interim Chancellor at the University of Massachusetts Boston.**

It was moved, seconded and

VOTED: Upon the recommendation of the President, to appoint Dr. J. Keith Motley as Chancellor (Interim) of the University of Massachusetts Boston effective August 1, 2004, who shall serve at the pleasure of the President, with such salary and other terms and conditions as shall be determined by the President, in consultation with the Chair. (Doc. T04-063)

Followed by a round of applause, Chair Fey congratulated Dr. Motley.

The next item was **Department of Defense.** It was moved, seconded and

VOTED: WHEREAS, current Department of Defense Regulations contain a provision making it mandatory that the Chairman of the Board, the President, the Secretary, and the designated Facility Security Officer meet the personnel clearance requirements established for a contractor's facility clearance; and

WHEREAS, said Department of Defense Regulations permit the exclusion from the personnel clearance requirements of certain members of the Board of Trustees and other officers, provided that this action is recorded in the minutes.

NOW, THEREFORE, BE IT DECLARED that the Chairman of the Board, the President, the Secretary and the designated Facility Security Officer at the present time do possess, or will be processed for, the required security clearance; and

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BE IT RESOLVED that in the future, when any individual enters upon any duties as Chairman of the Board, the President, the Secretary or the designated Facility Security Officer, such individual shall immediately make application for the required security clearance; and

BE IT RESOLVED FURTHER that the following members of the Board of Trustees and other officers shall not have, and can be effectively excluded from access to all classified information in the possession of the corporation and do not occupy positions that would enable them to affect adversely policies or practices in the performance of classified contracts for the Department of Defense or the User Agencies of its Industrial Security Program:

<u>NAME</u>	<u>TITLE</u>
Dennis G. Austin	Trustee
Lawrence F. Boyle	Trustee
Christine K. Cassel	Trustee
John A. DiBiaggio	Trustee
Edward A. Dubilo	Trustee
Grace K. Fey	Trustee
William E. Giblin	Trustee
James J. Karam	Trustee
William F. Kennedy	Trustee
Jeffrey King	Trustee
Michael E. Labrecque	Trustee
James E. Mahoney	Trustee
Robert M. Mahoney	Trustee
Robert McCarthy	Trustee
Diane Bissonnette Moes	Trustee
Matthew J. Moseley	Trustee
Matthew V. Murphy	Trustee
William T. O'Shea	Trustee
Tuan Pham	Trustee
Stacey Rainey	Trustee
Robert K. Sheridan	Trustee
Karl E. White	Trustee

The next item was **Naming of the Nantucket Field Station**. Chair Fey reported that Grace Grossman, who recently passed away, was a remarkable woman who helped accomplish the sale of the UMASS land on Nantucket. President Wilson reiterated his support for the naming of the Field Station for Ms. Grossman.

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It was moved, seconded and

VOTED: To name the Nantucket Field Station the Grace Grossman Environmental Center and to acknowledge to the Grossman family with heartfelt praise the contribution of Grace Grossman to the University of Massachusetts. (Doc. T04-065)

The next item was the **Report of the Governance Committee.** Trustee Moes reported that the Committee had met on four different occasions and considered next year's slate of officers as well as some changes to Trustee Governance.

The Governance Committee is recommending the addition of two standing Committees to the Board: an Audit Committee and a Compensation Committee.

The first action was **Amendments to the By-Laws.** It was moved and seconded.

Trustee McCarthy was recognized and thanked the members of the Governance Committee for their diligence. Trustee McCarthy voiced his concerns about the Audit Committee's responsibility to approve the hiring of external auditors. These concerns are based on the regulations inspired by the Sarbanes-Oxley Act and the University needs to be aware of the hiring practices.

General Counsel O'Malley stated that the Committee did review all of the provisions of the Sarbanes-Oxley Act and that ultimately the Audit Committee's recommendations will still need to be approved by the full Board.

VOTED: To approve the following amendments to the By-Laws of the Board of Trustees of the University of Massachusetts:

Article III, COMMITTEES OF THE BOARD, is hereby amended as follows:

Section 1. Standing Committees

By striking the entire section and replacing it with the following: "There shall be seven standing committees of the Board of Trustees: The Executive Committee, the Compensation Committee, the Committee on Academic and Student Affairs, the Committee on Administration and Finance, the Audit Committee, the Development Committee and the Athletic Committee."

Section 5. Responsibilities of Standing Committees

Section 5(b)

By striking the current (b) and replacing it with (c).

By inserting a new section 5(b):

“The *Compensation Committee* shall consider and recommend to the Board on all matters pertaining to the compensation of the President of the University consistent with the Executive Compensation Policy.”

Section 5(c)

By striking the current (c) and replacing it with (d).

By striking the words “and Audit” in the first sentence.

By striking subsections x, xi, and the entire sentence after subsection xi.

By striking the current xii and replacing it with x.

Section 5(d)

By replacing the current (d) and replacing it with (f).

By inserting a new section 5(e):

“The *Audit Committee* shall have the responsibility of considering, reviewing and making recommendations to the full Board on all matters relative to auditing including but not limited to:

- i. initiation of audits;
- ii. audits of the University, its components and affiliates;
- iii. review and approval of the selection of external audit firms and the deployment of auditors pursuant to the Audit Protocols;
- iv. solicitation and receipt of advice from individuals who, in the sole judgment of the committee, shall qualify as “financial experts,” as defined by Section 407 of the Sarbanes Oxley Act of 2002, and regulations promulgated by the Securities and Exchange Commission under that section.

Section 5(e)

By replacing the current (e) and replacing it with (g). (Doc. T91-100, as amended)

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The next item was **Revisions to the Executive Compensation Package**. Trustee Moes reported that the amendments to the Executive Compensation include the addition of the duties of the newly-established Compensation Committee.

It was moved, seconded and

VOTED: To approve the following amendment to Doc. T93-062, as amended, University of Massachusetts Executive Compensation Package for University President and Campus Chancellors:

By striking the three paragraphs under the heading “salary” and replacing them with the following:

The Board of Trustees shall establish the term and conditions, including salary, of the contract with the President. In making such determination, the Board shall give due consideration to any recommendation from the Compensation Committee. This paragraph shall apply to any renegotiation or renewal of the President’s contract.

The President, in consultation with the individual members of the Compensation Committee, shall establish the terms and conditions, including salary, of the contract with each Chancellor. This paragraph shall apply to any renegotiation or renewal of the contract with each Chancellor.

The terms and conditions established under these provisions shall not be inconsistent with the terms of this policy or with those terms and conditions generally established for similar positions in comparable institutions of higher learning.

The Chair of the Board in consultation with the Chair of the Compensation Committee and the members of the Board shall conduct a review of the President on an annual basis. (Doc. T93-062, as amended)

Trustee Moes also reported that there had been feed back from Trustees about changing the Committee meeting schedule and the attendance for Committee/Board meetings. Currently there is legislation pending that would authorize participation via the telephone. The schedule of the meetings should be discussed with the Chairs of each Committee.

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The next item was 2004-2005 Officers and Committee Leadership. Trustee Moes reported that the Governance Committee spent a lot of time talking to Trustees about the leadership roles on the Committees and the Board. The University is extremely fortunate to have such active and committed members on the Board and is recommending the slate of officers listed in Doc. T04-064.

It was then moved, seconded and

VOTED: To confirm and approve the Officers and Committee Chairs of the Board of Trustees set forth in Doc. T04-064, all to serve until the next annual meeting of the Board. (Doc. T04-064)

Chair Fey then thanked Trustee Moes and the Governance Committee for the amount of time and effort that went into this process.

President Wilson stated that he looks forward to working with the new Board leadership. The President's Office will be ready to work with newly elected Chair Karam and looks forward to continuing our work with Trustee Fey.

Chair Fey then passed the gavel to newly elected Chair Karam to a round of applause.

Chair Karam stated his delight with the vote of confidence expressed by the Board and his plans to serve as Chair with a distinguished and dedicated group that gives so much time and energy to this institution. He is looking forward to working with everyone to achieve our goals and is aware of those that served before that have set very high standards.

No one has set a better example of leadership with her passion, courage and grace than Grace Fey. Grace's trademark will be how she steadied the ship during the departure of President Bulger, severe budget cuts and the hiring of the current President.

Chair Karam thanked Trustee Fey for her leadership and thanked the Chairs and Vice Chairs of the Committees for the countless hours and energy they put into their position. Chair Karam has asked Vice Chair Karl White to expand his position in a number of roles as well as serving as Chair of the Audit Committee. He also pointed out the contributions of Trustee Mahoney who will again lead the difficult role as Chair of the Development Committee and thanked him for his continued leadership role and the generosity he and his family have for this University.

Chair Karam ended his remarks by stating that he looks forward to working together with President Wilson, the Chancellors and the University family and providing the highest level of quality throughout the system while striving to maintain affordability and accessibility on every level.

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Trustee McCarthy had a question about the Chancellor's Search at UMASS Boston. What will be the time frame for the search and will Chancellor Motley be allowed to be a candidate for the permanent position. President Wilson responded that a search committee for the position is currently being formed and will begin work in the fall and should finish its work in mid-spring. There was no condition made about the interim appointment and added that it is an open national search.

Chair Fey then announced the Board would enter **Executive Session** to consider **Appointments with Tenure, UMASS Dartmouth, UMASS Worcester, Awards of Tenure, UMASS Amherst, UMASS Lowell and UMASS Worcester, and Transfer of Tenure, UMASS Amherst and UMASS Lowell.** Chair Fey announced that the Board would not reconvene in open session.

It was moved, seconded and

VOTED: To enter **Executive Session** to consider **Appointments with Tenure, UMASS Dartmouth, UMASS Worcester, Awards of Tenure, UMASS Amherst, UMASS Lowell and UMASS Worcester, and Transfer of Tenure, UMASS Amherst and UMASS Lowell**

Chair Fey voted for the motion as did Vice Chair Giblin, Trustees Austin, Boyle, DiBiaggio, Dubilo, Karam, Kennedy, King, Labrecque, James Mahoney, Robert Mahoney, McCarthy, Moes, O'Shea, Rainey, Sheridan and White. The time was 10:40 a.m.

Barbara F. DeVico
Secretary to the Board of Trustees