

**MINUTES**  
**Edinboro University of Pennsylvania**  
**Council of Trustees**  
**Monday, March 17, 2003**  
**University Club – Van Houten Dining Hall North**

Prior to the dinner session with President Frank G. Pogue, Trustees attended individual subcommittee meetings. At approximately 5:00 p.m., President Pogue hosted the Trustees for an informal dinner session along with the following senior staff members:

Dr. Robert Weber, Provost and Vice President for Academic Affairs  
Dr. Naomi Johnson, Vice President for Student Affairs and Student Success  
Dr. Michael Mogavero, Vice President for Planning, Institutional Research  
and Continuous Improvement  
Mr. James Sheehan, Vice President for Finance and Administration  
Ms. Emily Sinsabaugh, Executive to the President for University  
Communications and Administrative Initiatives  
Mr. Bruce Whitehair, Vice President for Development and Marketing

Following the dinner session, President Pogue, senior staff members, Chairman Thomas and members of the Council adjourned to the University Club to begin the quarterly meeting of the Council.

At 6:14 p.m., Chairman Thomas convened the public, quarterly business meeting of the Edinboro University of Pennsylvania Council of Trustees. He requested the Recording Secretary to conduct Roll Call to determine if a quorum was present for purposes of conducting the business meeting. It was determined that the following Council members were in attendance:

Mr. John Evans  
Ms. Jacqueline Gichinga  
Mr. C. Richard Johnston  
Sister Catherine Manning  
Mrs. Virginia McGarvey  
Mr. Ben Miceli  
Mr. Harold Shields  
Mr. Harry Thomas

Absent were Trustees Allen, Horan, and Wiley.

In addition to President Frank G. Pogue, the following individuals were in attendance at the public meeting:

Dr. Mary Margaret Bevevino, Dean of Graduate Studies and Research  
 Ms. Janet Dean, Associate Vice President for Human Resources  
 and Faculty Relations  
 Dr. Donald Dilmore, Associate Vice President for University Libraries  
 Ms. Sherri Galvin, Assistant to the President and Recording Secretary  
 Dr. Kathleen Golden, President – EUP Senate  
 Ms. Patricia Graham, Senior Executive Associate for Student Affairs and Student Success  
 Dr. Naomi Johnson, Vice President for Student Affairs and Student Success  
 Mr. Paul LaMantia, Director of Student Activities and University Center  
 Dr. Michael Mogavero, Vice President for Planning, Institutional Research  
 and Continuous Improvement  
 Mr. Brian Pitzer, Director of Public Relations  
 Dr. Eric Randall, Dean of Science, Management and Technology  
 Ms. Sherry Reynolds, President – EUP APSCUF  
 Mr. James Sheehan, Vice President for Finance and Administration  
 Ms. Emily Sinsabaugh, Executive to the President for University Communications  
 and Administrative Initiatives  
 Dr. Terry Smith, Dean of Liberal Arts  
 Dr. Herb Tolbert, Associate Vice President for Enrollment Management & Retention  
 Dr. Robert Weber, Provost and Vice President for Academic Affairs  
 Mr. Bruce Whitehair, Vice President for Development and Marketing

Following Roll Call as conducted by the Recording Secretary, Chairman Thomas declared that a quorum was present at the meeting. He thanked everyone present for attending the quarterly business meeting.

Chairman Thomas then called for the approval of the Minutes from the last meeting held on October 21, 2002. He noted that the minutes had been provided to Council members in their meeting packet prior to the meeting. Chairman Thomas solicited concerns, comments or corrections. Hearing none, **it was voted**, on motion of Trustee Miceli, seconded by Trustee Manning, to approve the meeting Minutes of Monday, October 21, 2002. The motion passed with the unanimous approval of the Council.

Under New Business, the Chair called for the review and adoption of the 2003-2004 Council of Trustees meeting schedule. He noted that the schedule had been provided to Council members in their meeting packet for review and follows an established pattern with regard to meeting dates and location. Hearing no concerns, Chairman Thomas asked for a motion. **It was voted**, on motion of Trustee Johnston, seconded by Trustee Manning, to adopt the Edinboro University of Pennsylvania Council of Trustees Schedule of Meeting Dates for the 2003-2004 Academic Year. The motion carried with unanimous approval by the Council (Attachment #1).

As outlined in the Council's By-Laws, Chairman Thomas noted the need to prepare for its reorganization and election of officers. Chairperson Thomas stated that he had asked Trustee Johnston to serve as Chair of the Nominating Committee along

with Trustees Gichinga and McGarvey to assist him in this endeavor. The Chair expects that the Committee will present for action at the next quarterly business meeting (June 16) a slate for the offices of Chair, Vice Chair and Secretary.

Next, Chairman Thomas solicited those in attendance to bring forward any comments or concerns during the "Public Comment" period. Hearing none, the Chair moved to the next item on the agenda, the delivery of the *President's Report to the Council of Trustees* (Attachment #2) by President Pogue. As is his past practice, President Pogue indicated to Council members that he had prepared a written report, a copy of which had been distributed to Council members and audience members in attendance at the quarterly business meeting. Prior to the delivery of his report, President Pogue took the opportunity to welcome Council members and acknowledge the presence of those senior officers in attendance as well as Senate President Kathleen Golden and Local APSCUF President Sherry Reynolds. President Pogue then continued to glean and highlight those items of significance from the five-page written report. In addition, he noted supplementary attachments to the report which included the Board of Governor's Goals for the State System of Higher Education for 2000-01 to 2002-03; President Pogue's "2003-04 Budget: An Unprecedented Challenge" message; and conference registration information for *The Heritage and Legacy of Harry T. Burleigh* Conference. In closing his report, President Pogue reminded Council members to record on their calendars the events appearing under the category of "Looking Ahead." Council members can expect to receive an invitation to each upcoming event. Chairman Thomas thanked President Pogue for his written and verbal reports and then moved to the next item of business, Committee Reports.

Chairman Thomas noted the absence of Trustee Allen and requested Provost Weber to present the report on behalf of the Committee on Academic Affairs since there were extensive actions to be taken with regard to the presentation of proposed program revisions within the Schools of Education, Liberal Arts and Science, Management and Technology. Dr. Weber began with an indication that the information being presented for action represented an enormous amount of work on the part of academic departments during the past year. Given the mandate by the Pennsylvania State System of Higher Education to reduce all academic programs from 128 credit hours to 120 credit hours, all academic departments were faced with the task of reviewing the curriculum requirements for each program under its purview. In cooperation with the University-wide Curriculum Committee, academic departments acted professionally and with great skill and efficiency. With the reduction of the General Education component of the curriculum from 60 to 48 credit hours, that action enabled most departments to move quickly toward the revision of degree programs to 120 credit hours. Provost Weber noted, however, that the departments did not take an automatic lock-step approach to this mandate. Departments were asked to recommend changes that were in the best interest of students preparing to enter the workplace or post graduate studies. This evening, Council members were asked to review and approve 49 program revisions, and Provost Weber recommended they strongly consider acting on this matter as an entire group. Chairman Thomas accepted this recommendation, and it was voted, on motion of Trustee Shields,

seconded by Trustee Manning, to accept the recommendation of President Pogue for approval of the following program revisions:

**Program revisions within the School of Education:**

- BS – Education/Elementary Education
- BS – Education/Elementary Education & Early Childhood Education
- BS – Education/Special Education
- BS – Health and Physical Education Teacher Certification

**Program revisions within the School of Liberal Arts:**

- BA – Broadcast Journalism: Radio/TV News
- BA – Criminal Justice
- BA – Drama
- BA – English/Literature Concentration and Writing Concentration
- BA – German
- BA – History
- BA – Humanities/Foreign Languages
- BA – Philosophy
- BA – Political Science
- BA – Print Journalism: News Editorial
- BA – Psychology
- BA – Social Sciences
- BA – Sociology/Applied Sociology
- BA – Spanish
- BA – Speech and Hearing Disorders
- BA – Speech Communication

BFA – Concentration: Fine Arts/Crafts

- BS – Industrial and Trade Leadership
- BS – Social Work

**Program revisions within the School of Science, Management and Technology:**

- BA – Biology
- BA – Chemistry
- BA – Earth Science
- BA – Environmental Studies/Geography
- BA – Geography
- BA – Mathematics
- BA – Mathematics/Actuarial Concentration
- BA – Physics
- BS – Biology
- BS – Business Administration/Concentration - Accounting
- BS – Business Administration/Concentration – Comprehensive Business Administration
- BS – Business Administration/Concentration – Financial Services
- BS – Business Administration – Forensic Accounting
- BS – Business Administration/Concentration – Marketing

BS – Chemistry  
 BS – Chemistry/Forensic Sciences  
 BS – Chemistry/Industrial Biochemistry  
 BS – Computer Science  
 BS – Economics  
 BS – Environmental Science/Biology  
 BS – Environmental Science/Geology  
 BS – Geology  
 BS – Medical Technology  
 BS – Nuclear Medicine Technology  
 BS – Nursing  
 BS – Nutrition

Chairman Thomas stated that the motion carried with unanimous approval. Following review and action by the Council, Trustee Manning publicly commended Provost Weber and members of the academic departments who worked to bring forth all of the program revisions. She imagined that it was no easy task and thought it to be remarkable the amount that was accomplished in a relatively short period of time.

Following Provost Weber's report, Chairman Thomas noted that the balance of the Committee's report was informational in nature. For the record, this includes:

**Change in sabbatical leave:**

Dr. Ihor Bemko – from Fall 2003 to Spring 2004  
 Dr. Jack Culbertson – declined sabbatical for Fall 2003  
 Dr. Sharon Hamilton – from Fall 2003 to Fall 2004 at full pay  
 Dr. Jerra Jenrette – from Spring 2004 to Spring 2005

**Individuals granted *emeritus* recognition:**

NAME	DEPARTMENT
Eugene Antley	Sociology
Ruthanne Atkinson	Elementary Education
Edward Bercik	Library
Elaine Bercik	Library
Julie Fedders	Student Affairs
John Fleming	Library
Monir Girgis	Geosciences
Richard Heasley	Sociology
Lawrence Mencotti	Sociology
James Munro	Philosophy
Robert Rhodes	Political Science & Criminal Justice
Alfred Riccomini	Special Education & School Psychology
Judith Schilling	Nursing
Michael Schneider	Geosciences
Daniel Shelley	Elementary Education

**continued - Individuals granted *emeritus* recognition**

George Shimpeno	Health & Physical Education
George Shoemaker	Art
David Wagner	Physics & Technology

**Individual granted tenure December 2002:**

NAME	DEPARTMENT
Bruce Baumgartner	Student Affairs

Students awarded an International Instructional Fee Waiver for Spring 2003, in accordance with institutional and State System of Higher Education Board of Governors policies:

**2003 Spring Linkage Agreement Recipients**  
as of January 6, 2003

**CANADA****St. Francis Xavier University**

VACANT	Student	One-for-One
VACANT	Student	One-for-One

**CHINA****Shandong University of Technology**

ZHANG, Bing	Student	Tuition, Fees, Room & Board
XU, Nanfei	Student	Tuition, Fees, Room & Board
GAO, Jun	Student	Tuition, Fees, Room & Board
SONG, Hao	Student	Tuition, Fees, Room & Board
DU, Chunxiao	Student	Tuition, Fees, Room & Board
SUN, Jiankui	Visiting Scholar	Room & Board

**Zibo Municipal Foreign Affairs Office**

VACANT	Student	Tuition & Fees
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**Jinan University**

ZHAO, Ting	Student	Tuition, Fees, Room & Board
MA, Li	Student	Tuition, Fees, Room Board
REN, Feng	Student	Tuition, Fees, Room & Board
XI, Yue	Student	Tuition, Fees, Room & Board
CAI, Jie	Visiting Scholar	Room & Board

**CROATIA**  
University of Osijek

GRBESA, Goran VACANT	Student Visiting Scholar/Professor	Tuition, Fees, Room & Board Room & Board
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**ENGLAND**  
University College Northampton

MONGA, Simon	Student	Tuition & Fees
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**GERMANY**  
Fachhochschule Wurzburg-Schweinfurt University of Applied Sciences

WUNDERLICH, Ina	Student	Tuition & Fees
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**JAPAN**  
Sapporo University

NISHIZAWA, Satoko	Student	Tuition & Fees
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**POLAND**  
City of Lublin

VACANT	Student	Tuition
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**Marie Curie-Sklodowska University**

DUMBAL, Krzysztof	Student	Tuition, Fees, Room & Board
OZGA, Joanna	Student	Tuition, Fees, Room & Board
VACANT	Visiting Scholar/Professor	Room & Board

**Catholic University of Lublin**

VACANT	Student	Tuition, Fees, Room & Board
VACANT	Student	Tuition, Fees, Room & Board

**SOUTH AFRICA**  
The University of the Free State

VACANT	Student	Tuition & Fees
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**SPAIN**  
**Universitat de Lleida**

VACANT                                      Student                                      One-to-one

**UKRAINE**  
**Drogobych Ivan Franko State Pedagogical University**

BOYCHUK, Nataliya                      Student                                      Tuition, Fees, Room  
& Board

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**2003 Spring Edinboro University Linkage Participants**  
**as of January 6, 2003**

**POLAND**  
**Marie Curie-Sklodowska University**

SMITH, Kimberly	Student	BA in Humanities/For Lang	Tuition, Fees, Room & Board
WILSON, Robert	Student	BFA in Painting	Tuition, Fees, Room & Board

Next, Trustee Manning was asked by Chairman Thomas to deliver the report on behalf of the Committee on Development and Marketing. Trustee Manning noted that while success is great, present economic indicators make efforts to raise funds in support of the University a greater challenge. Therefore, Trustee Manning encouraged Council members and guests in attendance to make appropriate potential Capital Campaign referrals to Vice President Whitehair. She urged Council members to make an introduction or serve as an event host. As reported by President Pogue, Trustee Manning reiterated the good news that the *Campaign for Excellence* has reached the \$6.1 million mark only two years into the Campaign timeline. The Annual Campaign, through February 14, has raised \$1.2 million which surpasses last year's figure by more than \$400,000. As part of Family and Legacy Weekend activities, the Parents and Families Organization presented Provost Weber with a \$28,000 check in support of library initiatives. Local businesses are now being solicited for sponsorships and there is an attractive set of brochures highlighting gifting options available. This portion of the Campaign is called "Making a Cause of Commitment" and is being well-received. Approximately ten new scholarships have been created through pledges and gifts to the Capital Campaign. The University is also in receipt of two significant planned estate gifts – \$150,000 from a University professor and two retired employees who have provided commitments of \$550,000 each. Trustee Manning highlighted the acceptance of some major gifts. On a final note, Trustee Manning reported that since the beginning of the fiscal year 2002-03, the University has received a total of approximately \$2.5 million in grants. The good news is that there are still a number of grant proposals awaiting consideration and final award determination. Therefore, it is anticipated that final year-end figures will far exceed any records posted by the Office of Grants and Sponsored Programs.



For the record, Chairman Thomas noted the acceptance by the University of the following gifts-in-kind:

Ms. Lisa Austin donated film, first aid and food supplies for use by the Art Department. The donor has valued the gifts at \$41.09.

Dr. Muriel M. Berman donated the following sculptures to the University:  
*Granite Wedges* – two piece sculpture by Tom Sternal  
*A Fortnight in August* – Corten steel sculpted by Andrew Sloan  
The donor valued the gift at \$35,000.

Mr. Jack Braun donated a variety of books to the Baron-Forness Library. The donor has valued the gift at \$1,340.

Campbell's Pottery Store and Gallery donated 90 crystalline coasters to Edinboro University. The donor valued the gift at \$525.

Dr. Raymond Dombrowski donated a Frigidaire refrigerator/freezer to the Office of Graduate Studies and Research. The donor valued the gift at \$400.

On behalf of the Edinboro Volunteer Fire Department, President Daryl B. Parker donated to the University a reconditioned Laerdal Heartstart 3000 Automated External Defibrillator. The donor valued the in-kind contribution at \$1,500.

Dr. David Giltinan donated 420 books to the University's Physics and Engineering Club. The donor valued the gift at \$1.00.

James Properties, Inc., Michael Redlawsk, donated an aviation flight package on which University personnel traveled to Harrisburg on October 9 to attend the 3<sup>rd</sup> Annual Eberly Awards for Philanthropy and Volunteerism. The Fund for the Advancement of the Pennsylvania State System of Higher Education recognized more than 30 individuals, corporations and foundations for their outstanding contributions. The donor valued the in-kind contribution at \$1,095.

Edinboro staff member, Judy Kubeja, donated to the University a ceramic art object for placement in the Office of the Provost. Edinboro University graduate, Brian Jensen, created the artwork. The donor valued the gift at \$150.

LWB Refractories donated Peribond mortar and a variety of brick to the University's Art Department. The donated materials will be used to build a kiln for the ceramics department. The donor provided a value of \$4,325.

Office of the President staff member, Stefanie C. Russell, donated to the University holiday décor items for use by the President's Office. The donor valued the gift at \$200.

Mr. and Mrs. Ronald Sturga donated a variety of textbooks, encyclopedias and catalogs to the Baron-Forness Library. The donors valued the gift at \$179.40.

Ms. Suzanne Winterberger donated craft items for the Art Department's *Aloha* event. The donor valued the gift at \$10.60.

Ms. Suzanne Winterberger donated car wash tokens for cleaning photo color processors in the Art Department. The donor valued the gift at \$11.

Professor Cappy Wolf donated a pair of sterling silver and 18K gold earrings to the Student Art League. The donor valued the gift at \$250.

Chairman Thomas thanked Trustee Manning for the Committee report as well as Vice President Whitehair for his continuing and successful fundraising efforts. Next, Trustee Johnston was asked to deliver his report on behalf of the Committee on Finance and Administration. Trustee Johnston responded that the Committee had met with vice presidential liaison James Sheehan to review a number of related items. The Committee also met in joint session with the Committee on Student Affairs and Student Success to review materials regarding the proposed renovations to the University Center.

As the first item of business, Trustee Johnston moved to accept President Pogue's recommendation for the approval of the Contracts and Purchases for the period October 1, 2002 through February 28, 2003. **It was voted**, on motion of Trustee Johnston, seconded by Trustee McGarvey, to accept President Pogue's recommendation for approval of the Contracts and Purchases as reviewed by the Committee on Finance and Administration for the period October 1, 2002 through February 28, 2003. The motion carried with unanimous approval by the Council.

Further Committee business included the review of a Statement of External Financial Support provided by auxiliary organizations and Resolution which certifies the University's compliance with Board of Governors Policy 1985-04: External Financial Support. Chairman Thomas solicited additional concerns or questions about the Resolution as presented. On motion of Trustee Johnston, seconded by Trustee Evans, **it was voted** to adopt the Resolution, as presented, establishing the Council's certification that the University is in compliance with the State System of Higher Education Board of Governors Policy 1985-04 (Attachment #3). The motion carried with unanimous approval by the Council. Following this action by the Council, Chairman Thomas asked that the Resolution be transmitted to the Office of the Chancellor as a matter of record.

Next, Trustee Johnston placed a motion on the floor calling for the acceptance by the Council of the University's Financial Statements for the year ended June 30, 2002, the Independent Auditors' Report, and KPMG's internal control letter. **It was voted**, on motion of Trustee Johnston, seconded by Trustees Gichinga and Shields, to accept the University's Financial Statements for the year ended June 30, 2002, the Independent Auditors' Report, and KPMG's internal control letter as recommended by President Pogue. The motion carried with unanimous approval by the Council.

The next item of business presented by Trustee Johnston for consideration and action was a Resolution which authorizes the University to seek permission from the Board of Governors for the demolition of two building on campus – the International Building and White Hall. It was noted that the International Building has been vacant since September 2002. The structure is in disrepair and of no value to the University in its present condition. White Hall is also in a condition of disrepair and is a liability to the University due to safety issues. The projected costs to bring the building up to safe standards exceed the building's present value. It was noted that both the foundation and roof are structurally unsound. The second story of this building has been closed to use for nearly 20 years due to non-compliance issues related to the fire code. The building now stands vacant since the relocation of the local APSCUF Office to Centennial Hall in February 2003. **It was voted**, on motion of Trustee Johnston, seconded by Trustees Gichinga and Manning, to authorize the University administration to seek permission from the Board of Governors to demolish White Hall and the International Building. The motion carried with unanimous approval by the Council, and Chairman Thomas requested that the Resolution (Attachment #4) be transmitted to the Office of the Chancellor for further action by the Board of Governors.

The Council then reviewed and acted upon a request for an adjustment in graduate fees, effective for the 2003 summer session. Trustee Johnston reported that in order to offer the highest quality graduate program in northwestern Pennsylvania at the most competitive price, it was necessary for the Council to consider an adjustment in the program cost. Specifically, the proposed adjustment calls for the reduction of the Instructional Services fee from 15% of tuition charged to 6.2%. At the present tuition rate, this would result in a \$76.80 reduction and the elimination of the charges for the Activity and Health fees which would further reduce the total charge by an additional \$56.40. The above combined action will result in a competitive charge of \$990.55 for a three-credit graduate course. It was noted that this action will allow us to be competitive with Gannon University who recently reduced its rate for a three-credit course to \$1,002 and Mercyhurst College who has reduced its rate to \$948. Trustee Evans stated that he felt this action was a good way to become competitive and felt that it was something that graduate students have been seeking for some time. **It was voted**, on motion of Trustee Johnston, seconded by Trustee McGarvey, to accept the revised Graduate Fee schedule as presented, effective with the first 2003 Summer Session (Attachment #5). The motion carried with unanimous approval.

Chairman Thomas noted that the remainder of the Committee on Finance and Administration report dealt with an informational item - the reporting of personnel transactions. For the record, the following personnel actions have been transacted since the last regular business meeting:

### NEW HIRES/REPLACEMENTS/CONTINUATIONS

Althof, Ms. Kari L., regular, full-time (12 month), State University Administrator 2, Assistant Director of University Center, University Center, at \$1,393.50 biweekly for 26.08 pays effective November 18, 2002.

Anderson, Mr. Carl, part-time (25%), temporary, Instructor, Department of Business Administration and Economics, Spring 2003 semester only, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Arnold, Mr. John, part-time (75%), temporary, Instructor, Department of Elementary Education, 2003 Spring semester, contingent upon enrollment, at \$14,350.96 effective January 11, 2003.

Banta, Mr. Marc P., regular, full-time, Maintenance Repairman 2, Maintenance Department, at \$982.50 biweekly for 26.08 pays effective October 7, 2002.

Bartone, Ms. Danielle M., part-time (66%), temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$12,756.41 effective January 11, 2003.

Briggs, Ms. Karen, part-time (25%), temporary, Instructor, Department of Elementary Education, 2003 Spring semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Buccigrossi, Ms. Michelle M., regular, full-time (9 month), State University Administrator 1, Coordinator of Recreation Programs, University Center, at \$1,202.25 biweekly for 20 pays effective November 18, 2002.

Bucsek, Sr., Mr. Ronald A., temporary, State System of Higher Education Manager, Grade 170, Quality Assurance Coordinator, Construction Operations at \$1,326.61 biweekly for 26.08 pays for the period January 6, 2003 through January 5, 2004.

Capan, Mr. Donald T., part-time, temporary, (25%), Instructor, Department of Speech and Communication Studies, Spring 2003 semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Carson, Ms. Eboni L., regular, full-time, Clerk Typist 2, Student Services Center, at \$871.50 biweekly for 26.08 pays effective November 11, 2002.

Chen, Dr. Edward I-Te, part-time (25%), temporary, Instructor, Department of Political Science and Criminal Justice, Spring 2003 semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Chen, Dr. Jinlin, tenure track, Assistant Professor, Department of Mathematics and Computer Science, at \$24,421.17 for the Spring 2003 semester, effective January 11, 2003.

Cisek, Ms. Marsha L., part-time (25%), temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

**continued – New Hires/Replacements/Continuations**

Cordell, Dr. Albert "Tim", temporary, eleven-month assignment, as acting manager, Associate Provost for Student-Centered Initiatives, for a two-year term, at \$4,495.37 biweekly effective January 6, 2003.

Crane, Mr. Ian F., part-time (up to 25%), temporary, Instructor, Department of Music, 2003-04 academic year, Pay Range Q01, Pay Step 01, with salary based on number of students enrolled for the course, effective August 23, 2003.

Daniel, Ms. Valerie A., regular, full-time (9 month), State University Administrator 2, Area Coordinator, Residence Life and Housing, at \$1,393.50 biweekly for 20 pays effective January 6, 2003.

Dolwick, Mr. Robert W., part-time (up to 25%), temporary, Instructor, Department of Music, Spring 2003 semester, contingent upon enrollment, at Pay Range Q01, Pay Step 02, with salary based upon number of students enrolled for the course, effective January 11, 2003.

Dow, Mr. Scott, part-time (33%), temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$6,293.15 effective January 15, 2003.

Emmett, Ms. Amy G, part-time (12.5%), temporary, Instructor, Department of Elementary Education, Spring semester 2003, at \$1,817.79 effective February 10, 2003.

Faris, Ms. Suzanne M., full-time, temporary, Instructor, Department of Art, 2003-04 academic year, contingent upon enrollment, at \$38,269.33 effective August 23, 2003.

Fiala, Ms. Irene, tenure track, Instructor, Department of Sociology, at \$38,269.23 effective August 23, 2003.

Fiala, Ms. Irene, full-time, temporary, Instructor, Department of Sociology, Spring 2003 semester, contingent upon enrollment, at \$19,134.62, effective January 11, 2003.

Fox, Ms. Suzi, full-time, temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$19,134.62 effective January 11, 2003.

Franklin, Ms. Annette, part-time (16.7%), temporary, Instructor, Psychological Counselor, Student Affairs Faculty Department, Spring 2003 semester, at \$3,189.09 effective January 11, 2003.

Franklin, Ms. Annette, part-time (16.7%), temporary, Instructor, Psychological Counselor, Student Affairs Faculty Department, Fall 2002 Semester, at \$423.10, effective December 2, 2002.

Galvin, Mr. Regis, full-time, temporary, Instructor, Department of Speech and Communication Studies, Spring 2003 semester, contingent upon enrollment, at \$19,134.62 effective January 11, 2003.

Gerlach, Mr. Robert D., regular, full-time, Maintenance Repairman 1, Maintenance Department, at \$871.50 biweekly for 26.08 pays effective October 14, 2002.

Glover, Ms. Susan, Clerk Typist 2, Residence Life and Housing, at \$871.50 biweekly for 26.08 pays effective January 6, 2003.

Godbolt, Mr. Ralph E., regular, full-time (9 month), State University Administrator 2, Area Coordinator, Residence Life and Housing, at \$1,393.50 biweekly for 20 pays effective January 6, 2003.

**continued – New Hires/Replacements/Continuations**

Grubs, Mr. Keith, temporary, part-time, Assistant Athletic Trainer, Athletic Department, at \$15.00 per hour for 11 hours or \$165.00 for one day, November 2, 2002.

Guenther, Ms. Carol, part-time (33%), temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$6,378.20 effective January 11, 2003.

Helm, Ms. Susan E., part-time (33%), temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$6,378.20 effective January 11, 2003.

Howe, Ms. Amy E., regular, full-time, Clerk Typist 2, Student Services Center, at \$871.50 biweekly for 26.08 pays, effective October 21, 2002.

Kujkowski, Ms. Merri Beth, part-time (25%), temporary, Instructor, Department of Special Education and School Psychology, 2003 Spring semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Lute, Mr. Charles, part-time (33%), temporary, Instructor, Department of Music, Summer 2003, session E, and Fall 2003 semester, at \$2,625.15 for Summer, effective August 1, 2003, and \$7,031.98 for Fall semester effective August 23, 2003.

Martin, Ms. Carla C., regular, full-time, Clerk Typist 2, Student Services Center, at \$871.50 for 26.08 pays effective October 21, 2002.

Mohney Jr., Mr. James E., part-time (up to 25%), temporary, Instructor, Department of Music, Fall 2003 semester, contingent upon enrollment, Pay Range Q01, Pay Step 01, with salary based on number of students enrolled for the course, effective August 23, 2003.

Mohney, Jr., Mr. James E., part-time (up to 25%), temporary, Instructor, Department of Music, Spring 2003 semester, contingent upon enrollment, Pay Range Q01, Pay Step 01, with salary based on number of students enrolled for the course, effective January 11, 2003.

Piekanski, Mr. James E., part-time (25%), temporary, Instructor, Department of Special Education and School Psychology, 2003 Spring semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Pithers, Dr. William D., tenure track, Associate Professor, Department of Psychology, at \$26,924.35, Spring semester 2003, effective January 11, 2003.

Pomichter, Ms. Kathy, temporary, part-time, Assistant Athletic Trainer, Athletic Department, at \$15.00 per hour for 4.5 hours or \$67.50 for one day, November 16, 2002.

Quezada-Ongley, Ms. Jennifer, temporary, part-time, Assistant Athletic Trainer, Athletic Department, at \$15.00 per hour for 4 hours or \$60.00 for one day, November 16, 2002.

Quezada-Ongley, Ms. Jennifer, temporary, part-time, Assistant Athletic Trainer, Athletic Department, at \$15.00 per hour for 8 hours or \$120.00 for one day, November 2, 2002.

Rapier, Mr. Christopher, part-time (up to 25%), temporary, Instructor, Department of Music, Fall 2003 semester, contingent upon enrollment, Pay Range Q01, Pay Step 01, with salary based on number of students enrolled for the course, effective August 23, 2003.

**continued – New Hires/Replacements/Continuations**

Rapier, Mr. Christopher C., temporary, part-time (up to 25%), Instructor, Department of Music, Spring 2003 semester, contingent upon enrollment, Pay Range Q01, Pay Step 01, with salary based on number of students enrolled for the course, effective January 11, 2003.

Ropski, Ms. Melanie K. Gustafson, part-time (50%), temporary, Instructor, Department of Biology and Health Services, Spring 2003 semester only, contingent upon enrollment, at \$9,567.31 effective January 11, 2003.

Russell, Ms. Stefanie C., regular, full-time, State System of Higher Education Manager, Grade 150, Coordinator of Special Events and Programs, Office of the President, at \$1,342.02 biweekly for 26.08 pays effective November 11, 2002.

Skelton, Jr., Mr. Dennis J., regular, full-time, Maintenance Repairman 1, Maintenance Department, at \$871.50 biweekly for 26.08 pays effective October 7, 2002.

Strayer, Ms. Amy, part-time (50%), temporary, Instructor, Department of Biology and Health Services, Spring 2003 semester only, contingent upon enrollment, at \$9,567.31 effective January 11, 2003.

Thomas, Ms. Janice A., temporary, part-time (50%), Grant Funded, Clerk Typist 2, Act 101 Program, at \$11.62 hourly, through August 8, 2003, effective November 4, 2002.

Uquillas, Mr. Fabian, part-time (8.33%), temporary, Instructor, Department of Health and Physical Education, 2002-03 academic year, contingent upon enrollment, at \$2,440.75 effective October 16, 2002.

Vargo, Ms. Jo, part-time (25%), temporary, Instructor, Department of Art, Spring 2003 semester, contingent upon enrollment, at \$4,783.65 effective January 11, 2003.

Weaver, Mr. Scott, part-time (25%), temporary, Instructor, Coordinator of Athletic Study Program, Department of Student Affairs Faculty, 2002-03 academic year at \$8,781.47 effective September 16, 2002.

Zwana, Dr. Japhet M., full-time, temporary, Assistant Professor, Department of Academic Support Services, Spring 2003 semester, contingent upon enrollment, at \$22,150.80 effective January 11, 2003.

**DISCHARGED**

Flemings, Ms. Kim, Clerk Typist 2, Office of Student Affairs and Student Success, effective close of business October 9, 2002.

**SEPARATION OF EMPLOYMENT**

Davis, Mr. Terry, Faculty, Physics and Technology Department, Spring 2003 semester, effective close of business January 10, 2003.

Kuper, Ms. Christine, Faculty, Art Department, Spring 2003 semester, effective close of business January 10, 2003.

### RETIREMENTS

Giltinan, Dr. David A., Faculty, Physics and Technology Department, effective close of business May 30, 2003.

Parker, Ms. Alice, State University Administrator 1, Office of Records and Registration, effective close of business January 24, 2003.

Tomikel, Dr. John C., Faculty, Geosciences Department, effective close of business May 30, 2003.

Wallace, Dr. Bob, Faculty, Speech and Communication Studies Department, effective close of business January 10, 2003.

### RESIGNATIONS

Becker, Mr. James, Police Officer 1, University Police Department, effective close of business December 26, 2002.

Burchill, Mr. Guy, Maintenance Repairman 2, Office for Students with Disabilities, effective close of business February 12, 2003.

Cooney, Ms. Sheila, temporary, Substitute Nurse, Ghering Health and Wellness Center, effective close of business October 21, 2002.

Hadfield, Mr. Tim, Faculty, Art Department, effective close of business January 10, 2003.

Huang, Ms. Su-ching, Faculty, English and Theatre Arts Department, effective close of business January 2, 2003.

Jones, Mr. Chad, Assistant Women's Volleyball Coach, effective close of business February 28, 2003.

Willett, Ms. Kathleen, temporary, Substitute Nurse, Ghering Health and Wellness Center, effective close of business August 24, 2002.

### COACHING CONTRACTS

Boykin, Mr. Rod, regular, full-time, assistant, non-faculty coach of Football, at \$33,868.90 for the period January 11, 2003, through close of business January 9, 2004.

Bradford, Mr. Wayne, regular, full-time, assistant, non-faculty coach of Football, at \$31,679.44 for the period January 11, 2003, through close of business January 9, 2004.

Browning, Mr. Scott, regular, full-time, assistant, non-faculty coach of Football, at \$41,264.44 for the period January 11, 2003, through close of business January 7, 2005.

Jones, Mr. Chad, regular, full-time, assistant, non-faculty coach of Women's Volleyball, at \$26,137.54 for the period January 11, 2003, through close of business January 9, 2004.

Kagiavas, Mr. Gary, regular, full-time, head, non-faculty coach of Women's Soccer, at \$37,707.28 for the period January 11, 2003, through close of business January 6, 2006.

Parry, Mr. Thomas, assistant, non-faculty coach with 25% FTE in Football at \$6,273.02 for the period January 11, 2003, through close of business January 9, 2004.

Tepper, Mr. Louis, regular, full-time, head, non-faculty coach of Football, at \$71,892.86 for the period January 11, 2003, through close of business January 9, 2004.



**continued – Coaching Contracts**

Theehs, Ms. Lynn, regular, full-time, head, non-faculty, coach of Women's Volleyball, at \$50,956.62 for the period December 28, 2002, through close of business January 6, 2006.

Weaver, Mr. Scott, regular, full-time, assistant, non-faculty coach of Football, at \$26,137.54 for the period January 11, 2003, through close of business January 9, 2004.

**CHANGE IN STATUS**

Acker, Ms. Deborah, Clerk Stenographer 2, Office for Students with Disabilities, involuntary leave without pay, effective May 16, 2003, returning to active pay status August 11, 2003.

Michaels, Ms. Eileen, Licensed Occupational Therapist, Office for Students with Disabilities, involuntary leave without pay, effective May 23, 2003, returning to active pay status August 18, 2003.

Spohn, Mr. Franz, Faculty, Art Department, regular leave without pay, without benefits effective January 11, 2003, until notice of Parental Leave received.

**Ghering Health and Wellness Center – Nursing Staff:**

(Involuntary Leave Without Pay Dates = LWOP)

See regular list due to various early return dates for Ghering Health and Wellness Center.

NURSES	START LWOP	END LWOP	START LWOP	END LWOP
Bowman, Mr. D. (Nurse Supervisor)	12-27-02	1-5-03		
Bryant, Ms. E.C.	12-14-02	1-12-03		
Dinger, Ms. A.S.	12-14-02	1-12-03		
Donatelli, Ms. F.	12-14-02	1-12-03		
Laycock, Ms. S.	12-14-02	1-12-03		
Martin, Dr. R.	12-27-02	1-5-03		
Young, Ms. S.	12-14-02	1-5-03		

**OFFICE FOR STUDENTS WITH DISABILITIES**

(Involuntary Leave Without Pay Dates = LWOP)

NURSE AIDES	START LWOP	END LWOP	START LWOP	END LWOP
Borczon, Mr. M.	12-14-02	1-12-03	5-10-03	8-22-03
Bray, Ms. C.	12-14-02	1-12-03	5-10-03	8-22-03
Brown, Mr. J.	12-14-02	1-12-03	5-10-03	8-22-03
Burns, Ms. A.	12-14-02	1-12-03	5-10-03	8-22-03
Burrows, Mr. J.	12-14-02	1-12-03	5-10-03	8-22-03
Eakin, Ms. C.	12-14-02	1-12-03	5-10-03	8-22-03
Gamble, Ms. M.	12-14-02	1-12-03	5-10-03	8-22-03
Hirt, Ms. J.	12-14-02	1-12-03	5-10-03	8-22-03
Hurta, Ms. H.	12-14-02	1-12-03	5-10-03	8-22-03
Lewis, Ms. P.	12-14-02	1-12-03	5-10-03	8-22-03
McCarthy, Mr. B.	12-14-02	1-12-03	5-10-03	8-22-03

**continued – Office for Students with Disabilities**

McPeak, Mr. K.	12-14-02	1-12-03	5-10-03	8-22-03
Rhodes, Ms. S.	12-14-02	1-12-03	5-10-03	8-22-03
Rider, Mr. D.	12-14-02	1-12-03	5-10-03	8-22-03
Roberts, Ms. D.	12-14-02	1-12-03	5-10-03	8-22-03
Strobel, Ms. C.	12-14-02	1-12-03	5-10-03	8-22-03
Thompson, Mr. B.	12-14-02	1-12-03	5-10-03	8-22-03
Verga, Ms. R.	12-14-02	1-12-03		
Wellman, Ms. B.	12-14-02	1-12-03	5-10-03	8-22-03
Wisniewski, Ms. V.	12-14-02	1-12-03	5-10-03	8-22-03

VAN DRIVERS- (STVO)	START LWOP	END LWOP	START LWOP	END LWOP
Alward, Mr. J.	12-13-02	1-14-03	5-9-03	8-22-03
Fox, Ms. G.	12-13-02	1-14-03	5-9-03	8-22-03
Fry, Ms. K.	12-13-02	1-14-03	5-9-03	8-22-03
Gregor, Mr. M.	12-13-02	1-14-03	5-9-03	8-22-03
Keenan, Mr. T.	12-13-02	1-14-03	5-9-03	8-22-03
Kightlinger, Mr. H.	12-13-02	1-14-03	5-9-03	8-22-03
Lang, Mr. F.	12-13-02	1-14-03	5-9-03	8-22-03
Myers, Ms. D.	12-13-02	1-14-03	5-9-03	8-22-03
Price, Ms. L.	12-13-02	1-14-03	5-9-03	8-22-03
Swanson, Mr. R.	12-13-02	1-14-03	5-9-03	8-22-03
Zinram, Mr. R.	12-13-02	1-14-03	5-9-03	8-22-03

MISCELLANEOUS	START LWOP	END LWOP	START LWOP	END LWOP
Matelock, Mr. J. (Mgt Tech)	12-13-02	1-6-03	5-9-03	8-18-03
Matelock, Ms. S. (Clerk 1)	12-13-02	1-14-03	5-9-03	8-25-03
Trnavsky, Ms. V. (Nurse Supv)	12-20-02	1-6-03	5-16-03	8-18-03

**RENEWED CONTRACTS**

Hanna, Mr. Gary, non-faculty, Athletic Trainer, Department of Athletics, from December 14, 2002 through close of business December 9, 2005, at \$65,899.83 for the period December 14, 2002 through December 12, 2003.

Johnson, Dr. Naomi T., continued appointment as Vice President for Student Affairs and Student Success, for the period July 13, 2003 to July 12, 2004.

Kohut, Dr. Paul, temporary, part-time, On-Call Physician, contract renewal for the period October 19, 2002 through October 19, 2003.

Mitchell, Dr. Thomas J., temporary, part-time, On-Call Physician, contract renewal for the period October 19, 2002 through October 17, 2003.

Scales, Mr. Alton D., continued appointment as Assistant Vice President for Multicultural Programs for the period February 14, 2003 to February 13, 2004.

Tolbert, Dr. J. Herbert, continued appointment as Associate Vice President for Enrollment Management and Retention for the period February 4, 2003 to February 3, 2004.

### NON-RENEWAL OF CONTRACT

Mechling, Mr. Kenneth, Faculty, Elementary Education, effective close of business January 10, 2003.

### EDUCATIONAL LEAVE

Bemko, Dr. Ihor, Faculty, Educational Leave without pay, Spring 2003 semester, from January 11, 2003 through May 30, 2003.

Siple, Ms. Barbara A., Faculty, Educational Leave, without pay, one day (7.5 hours) per week, Spring 2003 semester, from January 11, 2003 through close of business May 30, 2003, returning to full-time status May 31, 2003.

Tucker, Mr. David, Faculty, Educational Leave without pay, 2003-04 academic year, August 23, 2003 through May 28, 2004 returning to active pay status May 29, 2004.

### PROMOTIONS

Armagost, Ms. Eileen, from regular, full-time, Custodial Worker 1, Facilities Department, to regular, full-time, Clerk Typist 2, Student Services Center, at \$982.50 biweekly for 26.08 pays, effective December 2, 2002.

Polakowski, Ms. Barbara, from regular, full time, Administrative Assistant 1, to regular, full-time, State University Administrator 1, Coordinator for Degree Audit Systems, Records and Registration, at \$1,656.75 biweekly for 26.08 pays effective March 3, 2003.

### RECLASSIFICATIONS

James, Mr. Charles, from regular, full-time, Construction Foreman (Equipment Operator Foreman), to regular, full-time, Campus Grounds Supervisor effective December 31, 2002.

Chairman Thomas noted Trustee Horan's absence and asked if there was anyone to report on behalf of the Committee on Planning, Institutional Research and Continuous Improvement. Vice President Mogavero responded there was no report.

Next, Chairman Thomas asked Trustee Shields to deliver his report on behalf of the Committee on Student Affairs and Student Success. Trustee Shields indicated that his report included a presentation to be made by Dr. Naomi Johnson, Vice President for Student Affairs and Student Success, and Mr. Paul LaMantia, Director of Student Activities and University Center, relative to the University Center Renovation Project. Dr. Johnson then introduced Mr. LaMantia. Mr. LaMantia thanked the Council members for the opportunity to make a brief presentation which included an overview/history of the University Center, the Needs Assessment conducted over the past three years, the Concept Design and the timeline for completion. He reported that the University Center is being utilized to its maximum capacity, especially in the fitness and recreational areas.

Therefore, it has become apparent that the manner in which the facilities are organized in the building is not the most efficient use of space. Since 1999, discussions have been taking place with students and users of the University Center regarding proposed renovations to address these primary issues and others (e.g. accessibility, bathrooms and technology). An electronic survey was conducted last Spring semester with students, faculty and staff which requested their opinions on a variety of options to be included within a University Center. Using data collected from the survey and guided by Student Affairs professionals, the architect developed a concept design that addressed these needs. The architectural plans have been presented to individual student organizations and at Open Forums designed to elicit student support for the renovation project. The approach was to educate students and the campus community about the details of the project prior to canvassing students. Recently, the Student Government Association Congress officially voted to recommend that the University Center Fee be increased to meet bond obligations for a University Center Renovation project. A fee increase of up to \$60 per semester was recommended to become effective with the Fall 2003 billing. Therefore, **it was voted**, on motion of Trustee Shields, seconded by Trustee Johnston, that the Council of Trustees authorize President Pogue to affix his signature to the State System of Higher Education Loan Covenant Agreement and that the Council of Trustees sign the System-Financed Capital Facilities Project Resolution (Attachment #6) for the purpose of undertaking a capital facilities project to renovate the University Center. Hearing no further questions or discussion on the motion, Chairman Thomas called for the question. The motion carried with unanimous approval by the Council. Following action by the Council, Trustee Shields noted that he was impressed with the level of detail that was dedicated to this project.

Chairman Thomas thanked Trustee Shields for his report. He noted that there would not be an Alumni Representative report from Trustee Allen due to his absence from the meeting.

The Chair next called on Trustee Miceli to deliver his report as the Council's representative on the University Services, Inc., Board of Directors. Trustee shared with Council the following highlights from the February 24 Board meeting:

- USI has successfully transitioned the provision of digital satellite television, high-speed internet access and enhanced telephone features to Edinboro University residence hall students effective December, 2002. The process was seamless, service to students was improved and recordkeeping and accountability was enhanced by this action.
- President James Graham conveyed to the Board that a final meeting had been arranged with the owners of the Edinboro Inn and Conference Center to discuss its position regarding a purchase price. It was determined that the purchase price exceeds what could be invested in the property in order to make it a viable venture considering the amount of capital needed to renovate the facility.

- With regard to the construction of a day care facility, the Board resolved to: secure tax exempt financing through the Erie County General Authority; execute a contract with Building Systems, Inc., for the design and construction of facility (costs not to exceed \$750,000); and approve a contract with the YMCA for the provision of services.
- The following individuals were elected officers:
  - President** – James A. Graham
  - Secretary** – Eric Pope (Student Government Association representative)
  - Treasurer** – Ben Miceli (Edinboro University Council of Trustees representative)

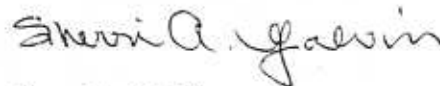
Chairman Thomas thanked Trustee Miceli for his report, and next requested Trustee Shields to deliver his report on behalf of the Edinboro University Foundation Board of Directors. He reported that the Board recommended the acceptance of Ms. Donna Nicholas (retired Art faculty professor) and Dr. Charles Hora (President and CEO of Bliley Technologies) as new members of the Foundation Board of Directors. Next, Trustee Shields reported that the Board had voted to move a portion of its PNC Bank investments to The Common Fund for Nonprofit Organizations. The transfer of the real estate and observatory gift to the Foundation by Dr. James LoPresto has been finalized. The gift, valued at over \$300,000, consists of four acres of land in Crawford County, an observatory, pole barn and equipment. The Foundation, in conjunction with the Pennsylvania State System of Higher Education, will now begin the process of transferring this unrestricted gift to the University. Also, Trustee Shields reported that representatives of the Foundation (Harold Shields, Mike Redlawsk and Bruce Whitehair) had attended the Association of Governing Boards' Annual Foundation Board Leadership Forum in Naples, Florida. The conference brought together foundation professionals and volunteer leaders to explore the strategic issues facing foundations while assisting foundation executives and board members to understand their responsibilities.

The Chair then provided his PACT Representative report. He reminded Council members of the upcoming Spring Conference in Harrisburg at the Dixon University Center on April 10-11. The Conference was scheduled to coincide with the April 2003 quarterly meeting of the Board of Governors. Trustees Thomas, Allen, Gichinga and McGarvey plan to attend the conference as well as President Pogue. In closing, Trustee Thomas noted that state budget deliberations are ongoing. Therefore, he encouraged Council members to communicate with the Governor and legislators in support of the Pennsylvania State System of Higher Education's appropriations request. Chairman Thomas announced the appointment of Trustee Allen as the Chair of the Planning Committee which will work closely with presidential liaisons Emily Sinsabaugh and Stefanie Russell to formulate a plan for the University's hosting of the PACT 2004 Fall Conference. In addition, he noted that Trustees Horan, Manning and McGarvey have been asked to serve as committee members to assist in the development and coordination of related conference details.

While his report officially concluded the agenda, Chairman Thomas yielded the floor to President Pogue for an additional closing comment. President Pogue then took the opportunity to update those present with regard to Dean Scott Baldwin's recovery following by-pass surgery. He reported that Dr. Baldwin was doing quite well and, in fact, had made a brief visit to the Edinboro campus today.

Hearing no requests for additional discussion or action, Chairman Thomas called for a motion to adjourn the meeting. **It was voted**, on motion of Trustee Shields, seconded by Trustee Johnston, to adjourn the March 17<sup>th</sup> meeting of the Edinboro University Council of Trustees. The meeting officially concluded at 7:06 p.m. The next meeting of the Council, a conference session, will be held on Monday, April 14, 2003. **Postscript: In consultation with Chairman Thomas, a decision was made to postpone the Monday, April 14, scheduled conference session of the Edinboro University Council of Trustees. It was determined that we would move forward to identify a date during the first week of August that would be configured as a half-day retreat. Therefore, the next regular business meeting of the Council will be held on Monday, June 16, 2003.**

Respectfully submitted,



Sherri A. Galvin  
Assistant to the President  
and Recording Secretary