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Minutes, July 15, 1994

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MINUTES OF THE MEETING
OF THE BOARD OF TRUSTEES
THE UNIVERSITY OF CONNECTICUT

Held at the University of Connecticut at Avery Point |
July 15, 1994 Branford House

The meeting was called to order at 11:20 a.m. by Chairman Lewis B. Rome. Trustees Present were: Mesdames Berry, Carrozzella, Leonardi, and Smith, Messrs. Berkley, Blum, Canzonetti, Heist, Horton, Isidro-Cloudas, Jacobs, Lawrence, Leone, Saslow, and Treibick. Trustees absent were: Messrs. Carter and Ferrandino.

University staff present were: President Hartley, Vice President and Provost Tighe, Vice President for Health Affairs and Provost Cutler, Vice Presidents Wiggins, Allenby, and Jones, Attorneys Molitor and Shapiro and Mr. McFadden.

All actions taken were by unanimous vote of the Trustees present, except as otherwise noted.

Members of the public listed below addressed the Board on the following topics:

Jill Hurst	University of Connecticut Professional Employees Association
Dan Landon	UConn/Waterbury
Dorothy DiCecco	UConn/Waterbury

Chairman Rome welcomed newly elected Student Trustee Barnaby Horton to his first Board meeting.

1. A. The Report of the Chairman included the following items:
 1. On a motion by Mr. Treibick, seconded by Mr. Leone, THE BOARD VOTED to approve the minutes of the meetings of May 13, 1994, and June 10, 1994.

Mr. Berkley indicated that after discussion with Chairwoman Berry, Chair of the Academic and Research Affairs Committee, he was requesting that the Proposal to Approve the Departmental Structure for the School of Pharmacy (Attachment Q) be removed from the consent agenda.

7934-p

2. On a motion by Mr. Leone, seconded by Mrs. Carrozzella, THE BOARD VOTED to approve the following items (Attachments B through P, and R) listed on the Consent Agenda as follows:

7934 a - Contracts and Agreements (B), Awards and Donations (C), Medical/Dental Staff Appointments (D), Gifts and Donations from the University of Connecticut Foundation, Inc. and the University of Connecticut Law School Foundation, Inc. (E), Revised Fee Schedule for the Child Development Laboratories (F), FY 1994-95 Rental Rates for Residential Properties (G), Approval of Lease at Thames River Campus with the Griswold Public School System (H), Approval of Lease at 10 Talcott Notch Road, Farmington, CT for Orthopaedics and Psychiatry (I), Uncas on Thames Hospital Utilization Review Program (J), Transfer of Funds from the John Dempsey Hospital to the University of Connecticut Health Center Finance Corporation (K), Medical and Dental School Application Fee (L), College Summer Fellowship Program Fee (M), Advanced Education Fee (Dental Post Graduate Clinical) (N), Post Baccalaureate Program Fee (O), Approval of Change to John Dempsey Hospital Medical Staff Bylaws (P), Proposal to Approve the Departmental Structure for the School of Pharmacy (Q) (removed from the consent agenda), Proposal to Approve Direct Freshman Admissions by the School of Business (R). Background information on these agenda items is attached to the file copy of the Board minutes.

7934 b
7934 c
7934 d
7934 e
7934 F
7934 G
7934 H
7934 I
7934 J
7934 K
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7934 N
7934 O
7934 P
7934 Q
7934 R

3. On a motion by Mrs. Carrozzella, seconded by Mrs. Berry, THE BOARD VOTED to approve the formal lists of the promotions, sabbatic leaves, changes in salary and moving expenses as recommended by the President and as listed on the personnel list. A copy of the approved list (Attachment S) is attached to the file copy of the Board minutes.

4. Chairman Rome called for nominations for the office of Vice Chairman of the Board of Trustees and the office of the Secretary of the Board.

Chairman Rome nominated Dr. Canzonetti as Vice Chairman and Louise Carrozzella as Secretary. On a motion by Chairman Rome, seconded by Dr. Lawrence, THE BOARD VOTED to close the nominations and instructed the Chairman to cast a unanimous ballot for Dr. Canzonetti as Vice Chairman and for Mrs. Carrozzella as Secretary of the Board of Trustees.

5. The Board Meeting Schedule for 1994-95 (Attachment T) was discussed. Trustee Leone requested clarification for the change in number and proposed meeting months of Board meetings. Chairman Rome explained that the schedule allows for flexibility in moving meeting dates to accommodate holidays, in this case, Good Friday. He further commented that the opportunity always exists to schedule special meetings of the Board as the need arises. 7934-S

Ordinarily the Board does not meet in December. However, a December meeting is necessary this year in order to approve the Strategic Planning Committee Report which would be presented at that time. Chairman Rome also commented that even though no meeting for May and June appear on the schedule, one would probably be scheduled for either May or June. He reminded Trustees that there is always a special meeting of the Budget and Finance Committee in June which is a budget hearing on the proposed ensuing budget.

Trustee Saslow questioned the need for telephone meetings. Trustee Leone requested information on the cost of such meetings. Trustee Berkley spoke in favor of telephone meetings which allow Trustees in remote parts of the state to hear and participate in the Board's deliberations when schedules do not allow for the long commute to Storrs.

Chairman Rome reminded Trustees that they are always welcome to come to campus in person for any telephone meeting. Student Trustee Isidro-Cloudas voiced opposition to telephone meetings. He noted that telephone meetings did not give faculty or students who attend a phone meeting the opportunity for personal contact. Chairman Rome countered that only occasionally do faculty or students attend the Board meetings.

Vice Chairman Canzonetti questioned whether or not the proposed schedule takes into consideration all the actions the Board must take, and he was assured that it does. After much discussion, the Board Meeting Schedule was accepted. A copy of the schedule listed as agenda Attachment T is attached to the file copy of the Board minutes.

6. The Board was reminded that the Conflict of Interest Forms must be returned to the Board of Trustee Office each year, and he encouraged Board members to return them as soon as possible.

7. Chairman Rome reminded Trustees that the Audit Subcommittee of the Board would meet following the September Board meeting scheduled for Friday, September 9. All Trustees are invited to attend.

B. The report of the President included the following items:

7934-†
President Hartley reviewed the "President's Annual Report, 1993-94" (Attachment (U)), and discussed the highlights of his report as follows:

1. The President commended the faculty for the 15% increase in external funding which yielded over \$100 million in 1993-94.
2. The Foundation deficit has been eliminated, and the current year is closing with a \$150,000 surplus.
3. Deficits in other accounts which were inherited and which the President referred to as "Enterprise Accounts" such as the Speech and Hearing Clinic, the Child Labs, and two partially endowed chairs (Judaic Studies and Special Education), were also eliminated, as well as all other operating deficits of approximately \$900,000. President Hartley reported that there are no deficits in any of the University's accounts, and that the University's fiscal situation has never been more solid.
4. Construction projects on the Storrs campus, the regional campuses, and at the Health Center combined amount to approximately \$400 million dollars. There are over 250 separate construction projects currently in process.
5. The University's commitment to enhancing diversity through increased programming at the three cultural Centers and Institutes has met with continued success. Programs and activities for exchanges among the Centers and Institutes and interaction with the University student community have been enhanced. We currently have about 1200 international students from 93 nations enrolled at UConn.
6. Restructuring of the Health Center and continued implementation of the strategic plan to respond to the constantly changing health care environment have also met with success under the leadership of the Vice President and Provost for Health Affairs, Les Cutler.

7. Notable successes have occurred in athletics and recreation. UConn athletics have enjoyed the best finish ever by tying for first place in the Big East Conference Commissioner's Cup Standings for the outstanding women's athletics program, finishing second in the men's standings, and best in the overall ratings among the 10-member universities.

President Hartley noted that this is the third consecutive year that student athletes have achieved a 99% academic retention rate and a 3.0 GPA for 25% of all student athletes. This demonstrates that student athletes can be equally successful in the classroom and on the court.

8. Finally through the support of the Board and others, UConn is enhancing its programs and facilities in Stamford with the purchase of Bloomingdale's property and the submission of the academic plan for Stamford.

The President ended his review of the "President's Annual Report, 1993-94" on a very positive note of overall success and renewed spirit on campus.

In addition to his Annual Report, the President also recapped the meeting he attended recently regarding the Big East. Notre Dame, a first-rate academic school, will be joining the Big East on July 1, 1995, as will West Virginia and Rutgers. The coaches are very pleased with Notre Dame's admission to the mix because it enhances our visibility on a competitive level in the Chicago market where we have not had a presence. As a result of this meeting and ongoing discussions, the Presidents of the Big East universities are now united in support of the policy. 7934-1-A

C. Mr. Berkley's report for the Strategic Planning Committee included the following:

1. Subcommittees have been formed to recommend actions in implementation of the various ideas in the Vision Statement. Those subcommittees have been requested to determine their priorities. In addition, the committee has started to meet with faculty to involve them in the process and to discuss with them the vision for change. He noted that it was not the committee's mission to tell them what to do, but to help them to determine what direction to take to move forward, and to share with them what the committee thinks can be accomplished.

Faculty are concerned about the bureaucratic process and how that will be impacted and changed. The focus is for the University's family to take on responsibility and accountability for its own future.

One of the proposals resulting from discussions which will be recommended to the Board is that each department of the University have a Trustee assigned to that department so they will be knowledgeable of what is happening in that department, be at the Board meetings and able to bring more knowledge of the issues to the full Board. This will involve the Trustees more directly in the process and provide a direct link to the departments.

Trustee Berkley requested Board members to consider which departments they might want to become more familiar with or where they may be able to provide some expertise to ensure that everyone's point of view may be heard. Many people in many departments feel they have been left out of the process. One of the things that needs to be done is to integrate this Board into the entire process to improve communication at the University.

Generally speaking, the conclusion is that the committee expects to be ready by September to move forward with the laying out of the implementation process. A series of questionnaires is being sent out to faculty, students, and graduates, and the resulting information will be shared with the Board in September.

Dr. Canzonetti requested clarification about how the Trustee involvement with departments would function. Mr. Berkley explained that the Trustees would have no authority, but would meet with the Department Head once or twice a year to be kept abreast about new and ongoing developments or problems in that department. The purpose of this arrangement is to be sure that if an issue is presented to the Board in a particular department, there is someone at the Board level who can address it. Its further purpose is to improve communications between this Board and the rest of the University. One of the visions for the University is an enhanced sense of community.

Additionally, it is meant to be sure that the faculty feel that the Board is interested in the well-being of the University, that we hear their views, and to enhance communication. It would give every department a voice, no authority, but at least a voice.

A plan is expected to be ready by December which will have between five and seven priority items and a schedule for implementation to begin in January and continue through June of 1995. The committee expects that by September of 1995 the full plan will be implemented.

Chairman Rome complimented Trustee Berkley on his skill in engaging so many groups in the strategic planning process. Mr. Berkley noted that not a single faculty member had any objection to being held accountable for the outcome at this University. They are all pleased to have accountability as long as they have control over determining how they can get there. There is a great deal of enthusiasm for involvement. The message the faculty is sending is "make us accountable, but give us the tools to succeed."

- D. Mrs. Carrozzella's report for the Student Life Committee included the following items:
1. The last meeting of the academic year was held and reported on at the June Board meeting. This committee will begin meeting again in September.
- E. Mr. Treibick's report for the Institutional Advancement Committee included the following items:
1. The committee met on July 11 at the Barney House in Farmington. The meeting focused on the role of the University Foundation, its Board and the University's fund raising and fund management activities. Mr. Popplewell, President of the UConn Foundation, addressed the committee on the history and development of the working relationship between the Foundation and the University.

Vice President Allenby was requested to draft a proposal outlining the role of the UConn Foundation and its Board as the University moves forward in its fund raising efforts. The draft is to address the composition of the UConn Foundation Board. An organizational chart illustrating the UConn Foundation's reporting relationship within the University structure was also requested.

The proposal will be reviewed by this committee prior to its presentation to the UConn Foundation Board and the Board of Trustees in September.

F. Ms. Smith's report for the Health Affairs Committee included the following items:

1. A recent trip to Senegal for students, faculty, staff and other interested travelers was recently organized by the Director of the African American Cultural Center, Willena Price. The ten day trip served to strengthen our ties with Senegal in various ways. Ms. Smith reported that she had acted as a Board representative while on this trip, that all UConn representatives were very well received, and that UConn is very visible in that country.
2. The Health Affairs Committee met on June 30 and focused primarily on the comprehensive budget which all Trustees received with this agenda. A full day retreat for the Health Affairs Committee and key people from the Health Center is planned for August 3 at the Barney House. All members of the Board are welcome to attend.

Dr. Canzonetti reminded Trustees that their responsibility as Trustees includes the responsibility for policy formulation and accountability at the Health Center, which in turn includes the John Dempsey Hospital. Therefore, it is very important that Trustees attend this retreat.

The key objective of the retreat is to gain an update on what is occurring in the macro-environment around health care and how that will impact business at the Health Center. Additionally Trustees will be given a status report on the re-engineering efforts that have been taking place at the Health Center to streamline the processes which are designed to eliminate some of the expense of the system.

Consultants who have been working with the Health Center during the last few months have also been invited to present their findings as part of this retreat. The plan for the future of the Health Center, taking into consideration many of the ideas coming out of the strategic planning process and how that impacts on the macro-environment, will be reviewed and discussed.

Trustee Smith noted that there were several items listed on the agenda for action. The following agenda items were discussed and voted upon:

7934-21
Cardiac Surgery Program (Attachment (V)),
Ratification of the General Fund Operating Budget
for the University of Connecticut Health Center for

7934-V

7934-W

the Fiscal Year 1994-1995 (Attachment (W)), the Operating Budget for the University of Connecticut Health Center for the Fiscal Years 1995-96 and 1996-97 for the General Fund and Tuition Fund (Attachment (1)), Approval of the Tuition Rates Request for the University of Connecticut Health Center for the Fiscal Years of 1995-96 and 1996-97 (Attachment (2)), University of Connecticut Health Center's Biennial Capital Budget for Fiscal years 1995-96 and 1996-97 (Attachment (3)), and the John Dempsey Hospital 1994-95 Capital Budget (Attachment (4)). -

7934-X
7934-Y
7934-Z

On a motion by Ms. Smith, seconded by Dr. Canzonetti, **THE BOARD VOTED** to approve all agenda items listed above. Background information on each of the items listed above are attached to the file copy of the Board minutes.

Ms. Smith called upon Vice President Cutler to report on two \$50,000 commitments for research labs in the new research building. Efforts are underway to fund a molecular oncology core. A target of \$1.3 million dollars has been set, and a fund established about three months ago already has a \$400,000 balance. Dr. Cutler encouraged anyone with an interest in an excellent, high quality cancer program to contact him.

G. Mr. Leone's report for the Budget and Finance Committee included the following items:

1. Mr. Leone reported that the special Budget and Finance Committee meeting on June 24 reviewed the budget for the 1994-95 fiscal year and also the next biennial budget.
2. On a motion by Mr. Leone, seconded by Chairman Rome, **THE BOARD VOTED** to approve the FY 1994-95 Unrestricted Operating Budget (Attachment (5)). Background information is attached to the file copy of the Board minutes. 7934-1a
3. On a motion by Mr. Leone, seconded by Mr. Rome, **THE BOARD VOTED** to amend the original motion (Attachment (6)) (original motion with amended language underlined) as follows: 7934-1b

"That the Board of Trustees approve a Biennium 1995-97 State Appropriation Budget Request of \$168,154,556 for FY 1995-96 (Current Services - \$140,804,700; Options - \$27,349,856) and \$169,498,396 for FY 1996-97 (Current Services - \$142,148,540; Options - \$27,349,856) and a Tuition rate increase of 2.0% which it is estimated will

generate Tuition revenues of \$64,456,000, (amended language underlined) "and that it shall be the goal of the Board to hold future increases to no more than the cost of living increase." Background information listed as agenda Attachment 6 is attached to the file copy of the Board minutes.

On a motion by Mr. Leone, seconded by Mr. Rome, THE BOARD VOTED approval of the amended motion for the Biennium 1995-97 State Appropriation Budget Request. Background information listed as agenda Attachment 6 is attached to the file copy of the Board minutes.

- 7934-10
4. Please note that the subsection referred to on line 7 of Attachment 7 entitled "Fee Waiver Policy for Veterans" should be corrected to read "...identified pursuant to subsection 8/b(e)," not subsection (3) of Section 10a-105..."

Trustee Berry requested a point of clarification to the motion approving the Fee Waiver Policy For Veterans, Attachment (7). In order that there be no confusion, she requested that the "regular academic year" be further defined as the "fall and spring semesters only, and not the summer session."

On a motion by Mrs. Berry, seconded by Mr. Rome, THE BOARD VOTED to amend the original motion (original motion with amended language underlined) as follows:

"That the Board of Trustees approve the following fee waiver policy for veterans enrolled in programs for which tuition is not charged: Effective for the 1994-95 regular academic year, (amended language underlined) fall and spring semesters only, not the summer session, and for each regular academic year thereafter, the University of Connecticut shall waive a component of student enrollment fees charged, equivalent to that which would be charged for tuition if a University tuition charge were permissible, for any veteran who meets the criteria identified pursuant to subsection 8/b(e) of Section 10a-105 of the General Statutes, and is enrolled in a program for which University tuition is not charged. The amount of the waiver shall be based upon the approved tuition rates for graduate and undergraduate students."

On a motion by Mr. Leone, seconded by Mr. Rome, THE BOARD VOTED approval of the amended motion for the Fee Waiver Policy For Veterans. Background information listed as agenda Attachment (7) is attached to the file copy of the Board minutes.

Trustee Jacobs reported that a number of people had communicated with him regarding the rise in tuition costs. Dr. Jacobs noted that even a two percent tuition increase would be a burden to many students. Trustee Leone pointed out that included in the increase are more funds earmarked for scholarships for needy students.

Student Trustee Isidro-Cloudas said students have endured higher costs for fees and tuition at a time when fewer classes and services are being offered, and that students felt that they cannot continue paying more for less.

Student Trustee Horton commented that no tuition increase is ever easy for students to assume, but the position the University is currently in where we are building on the excellence of our programs leaves no room for compromise. He added that it is important to remember that the University has engaged in a very aggressive program to raise additional funds through its alumni network, outside corporations, etc. to allow us to continue to grow in excellence. Mr. Horton noted that the Board and the University cannot compromise that excellence for a lack of funds. He stressed the importance of formulating some initiatives to be sure that UConn is fully funded from the state.

Dr. Lawrence took exception to Mr. Isidro-Cloudas' comment regarding paying more for less, and indicated that he had concerns about class size, ability of students to enter their major required courses so that they can complete their studies in a reasonable period of time, etc. Dr. Lawrence noted that keeping costs in line is only half of the equation, the other half is the quality of the product it will produce.

H. Mrs. Berry's report for the Academic and Research Affairs Committee included the following items:

1. A public hearing was held in North Haven on June 29 to receive comments and questions regarding the Provost's Recommendation of the Plan for the Development of Academic Programs at the Stamford Downtown Campus that was reported on last month.
2. On a motion by Mrs. Berry, seconded by Chairman Rome, THE BOARD VOTED to approve the proposal to close the Design and Resource Management Bachelor of Science Degree Program. Background information listed as agenda Attachment ⑨ is attached to the file copy of the Board minutes. 7934-1e
3. A motion introduced by Mrs. Berry, seconded by Chairman Rome, requested Board endorsement of the Provost's recommendation relating to the plan for the development of academic programs at the Stamford Downtown Campus as follows: "That the Board of Trustees commit to seek concurrently the incremental resources required for implementation

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of the Stamford Campus programs proposed herein and for the University's other essential programs and initiatives as well."

Trustee Smith noted that there had been concern, discussion, and disagreement among some members of the Board concerning the timetable for implementation of the Stamford plan and some dissatisfaction about the slowness of the proposed process of implementation.

Trustee Berry responded that it was her understanding that the University would move ahead as rapidly as possible recognizing that funding was an issue. The committee heard discussion about what would occur if funding was not available to the extent that the plan proposes. The response was that there must be some priority in terms of programming and that would be dependent upon funding and how rapidly those funds were provided.

Trustee Heist noted that at the last meeting it was his understanding that the date for implementation was set by the advice of the Department of Public Works at September 1997, and that he felt that implementation of the plan could be accomplished by September 1996. He pointed out that there are no structural repairs necessary to the Bloomingdale property. The only renovations necessary are partition erections and other cosmetic changes which makes the proposed timetable unacceptable.

Chairman Rome reminded Trustees that the discussion at the last meeting indicated that action on the Stamford plan would be taken as expeditiously as possible and that Trustees Treibick and Heist were to follow up. The timetable given us by the Department of Public Works must be addressed if the project is to be completed as quickly as the plan requires.

Mr. Rome indicated that the Board must also deal with the resources needed to complete this project. The academic program can be amended and accommodated to a timetable appropriate for this institution, which is as soon as possible. The Governor has advised Public Works that this project is not necessarily appropriate to their usual timetable.

Trustee Heist expressed his concern with the date of September 1998 as it appears in the proposal. Trustees Berkley, Heist and several others indicated their reluctance to approve the proposal with that date.

Mrs. Berry indicated a desire for a motion to amend the original motion. Chairman Rome pointed out that the resolution calls for acceptance of this report which contains the phrase "implementation of the full program plan as rapidly as fiscal resources and logistics permit."

Trustees voiced substantial opposition to the dates cited in the report. Chairman Rome then suggested that an amendment could address the date for implementation of the Stamford plan.

On a motion by Mr. Berkley, seconded by Mr. Heist, THE BOARD VOTED unanimously to approve the following amendment to the motion:

The Board agrees to accept programs identified and the responses of the Academic Vice President, but indicates the commitment of the Board of Trustees that both the buildings' renovations be completed and the academic program be commenced by September 1996.

Further, the Board directs the Provost to amend the report to reflect all dates changed to reflect completion by the end of 1996, and to request that the Provost make the appropriate timing changes in that report (Attachment 8), and that construction plans be oriented toward completion in 1996, and finally that the Board approve them subject to those changes being added to the proposal identified as Attachment (8)."

- 7934-1d

At this point, THE BOARD VOTED unanimously to approve the amended motion regarding endorsement of the Provost's recommendation relating to the plan for the development of academic programs at the Stamford Downtown Campus (original motion with amended language underlined) as follows:

"That the Board of Trustees commit to seek concurrently the incremental resources required for implementation of the Stamford Campus programs proposed herein and for the University's other essential programs and initiatives as well.

The Board agrees to accept programs identified and the responses of the Academic Vice President, but indicates the commitment of the Board of Trustees that both the buildings' renovations be completed and the academic program be commenced by September 1996.

Further, the Board directs the Provost to amend the report to reflect all dates changed to reflect completion by the end of 1996, and to request that the Provost make the appropriate timing changes in that report (Attachment 8), and that construction plans be oriented toward completion in 1996, and finally that the Board approve them subject to those changes being added to the proposal identified as Attachment 8."

Background information listed as agenda Attachment 8 is attached to the file copy of the Board minutes.

Dr. Jacobs noted that while buildings can be constructed in a short time, his concern was with the efficacy with which the University could acquire faculty in an accelerated period of time, which may be more difficult to achieve.

Chairman Rome explained that the motion and its amendments require the acceleration of timetables for Public Works, for the Academic Provost, and for the Board because the Board may be required to take action in related areas in the next fiscal year as a result of those timetable changes. The academic program is to be amended by the Provost and returned to the Board with those amendments.

Trustee Berkley defended the Provost's proposal noting that the Provost formulated an academic plan within the constraints that he was given. If the resources are forthcoming, the results will be achieved within the time frame proposed.

Trustee Berry reiterated that the implementation of the proposal is dependent upon the funding available to implement the program without taking the funds from other needs in the University and that that consideration must be a part of the full discussion and planning in terms of changing dates for implementation. Chairman Rome noted that that portion of the report was not amended.

It was noted that the next meeting of the Board of Trustees is scheduled for Friday, September 9, 1994, at the University of Connecticut at Storrs, Bishop Center, Room 7, Storrs, Connecticut, beginning at 11:00 a.m.

Chairman Rome called upon Robert Gray, Dean of the School of Fine Arts, who reported that a sculpture show, a joint venture between the Health Center and the School of Fine Arts, is scheduled to be held at the Health Center on October 7, 8, and 9.

On a motion by Mr. Rome, seconded by Mr. Treibick, THE BOARD VOTED to go into Executive Session at 12:50 p.m. for the purpose of discussing matters of personnel, litigation, and collective bargaining. The Chairman noted that on the advice of counsel only the staff members whose presence was necessary to provide their opinion would be permitted to attend executive session.


All members of the Board noted above were present at this time.

1. Personnel matters were discussed. Only Board members were present for this discussion.

There being no further business proper to Executive Session, the Board reconvened in Open Session at 1:30 p.m.

No further business appearing, the meeting was adjourned at 1:30 p.m.

Respectfully submitted,


Louise B. Carrozzella
Secretary

#883/sjr

Sabbatical Leave Policy - 7934-1-f

Policy Statement:

People with Disabilities 7934-1-g