President Mackey called the meeting to order in the Lincoln Rooms, Kellogg Center, at 7:10 p.m., April 24.

Present: Trustees Bruff, Krolikowski, Lick, Martin, and Sawyer; President Mackey, Provost Winder, Vice Presidents Breslin, Cantlon, Dickinson, Thompson, and Turner; Associate Vice President Wilkinson, General Counsel Carr, Secretary Ballard, Faculty Liaison Group, and Student Liaison Group.

Absent: Trustees Radcliffe and Stack.

1. Approval of Proposed Agenda

Trustee Bruff moved approval of the proposed agenda with the addition of an Executive Session to discuss collective bargaining strategy. Seconded by Trustee Krolikowski. Approved by a vote of 5 to 0.

2. Approval of March 28 Minutes

Trustee Martin moved approval of the March 28 minutes. Seconded by Trustee Lick. Approved by a vote to 5 to 0.

Recessed.

During the recess there were meetings of the Board Committees on Affirmative Action, Audit, Land and Physical Facilities, and Health.

The meeting reconvened at 1:20 p.m., April 25, Board Room, Administration Building.

Present: Trustees Bruff, Krolikowski, Lick, Martin, Radcliffe (arrived during discussion of gifts and grants), Sawyer, and Stack; President Mackey, Provost Winder, Vice Presidents Breslin, Cantlon, Dickinson, Thompson, and Turner; Associate Vice President Wilkinson, General Counsel Carr, Secretary Ballard, Faculty Liaison Group, and Student Liaison Group.

3. Public Comments

None

A. PERSONNEL CHANGES

Resignations and Terminations

1. Cherry E. MacDonald, Extension Home Economist, Mecosta County, effective March 31, 1980, position being changed from 50% to 100% FTE and employee did not wish to apply.

2. George E. Rossmiller, Professor, Agricultural Economics, effective March 13, 1980, to work with Foreign Agricultural Service, USDA.

3. Leonard N. Reid, Assistant Professor, Advertising, effective August 31, 1980, accepted position at higher rank and salary at another institution.

4. Sharon S. Emmert, Assistant Professor, Nursing, effective August 31, 1980.

5. Gregory E. deFreitas, Assistant Professor, Labor and Industrial Relations, effective August 31, 1980, to accept a position at Columbia University.

6. Kathleen Wicks, Specialist/advisor, University College Student Affairs, effective April 30, 1980, to accept position of assistant director of Financial Aids.

7. Wayne Oxender, Professor, Large Animal Surgery and Medicine and Dairy Science; and Acting Assistant Dean and Acting Coordinator, Animal Health, and Disease Research, Dean's Office, College of Veterinary Medicine, effective May 31, 1980, to accept a position at another institution.

Leaves—Sabbatical

1. Max M. Mortland, Professor, Crop and Soil Sciences, and Geology, with full pay, from October 1, 1980, through March 31, 1981, to study in Tucson, Arizona.

A. PERSONNEL CHANGES

Leaves—Sabbatical, cont.


4. Donna J. Arnink, Assistant Professor, Theatre, with half pay, from September 1, 1980, through August 31, 1981, to study and travel.

5. Robert M. Monczka, Professor, Management, with half pay, from January 1, 1981, through June 30, 1981, to study and travel in East Lansing and various locations throughout the United States and worldwide.

6. Richard V. Farace, Professor, Communication, with full pay, from September 1, 1980, through December 31, 1980, to study in East Lansing.

7. Burness G. Wenberg, Associate Professor, Food Science and Human Nutrition, with full pay, from July 1, 1980, through September 30, 1980, to study in East Lansing and Boston, Massachusetts.

8. Duncan F. Sibley, Associate Professor, Geology, with half pay, from September 1, 1980, through August 31, 1981, to study at the Netherlands Antilles and Fisher Island Research Center, Miami, Florida.


Leaves—Medical

1. Emil L. Fimbinger, County Extension Director, Cheboygan County, with full pay, from January 1, 1980, through January 31, 1980.

2. O. Donald Meaders, Professor and Chairperson, Secondary Education and Curriculum, with full pay, from April 1, 1980, through June 30, 1980.

3. Pamela Kohlenberg, Assistant Professor, Nursing, with full pay, from April 14, 1980, through June 22, 1980.

Leaves—Other

1. Roberta M. Rodgers, County Extension Home Economist, Ionia County, with half pay, from April 1, 1980, through March 31, 1980, to study at Michigan State University.


5. William Tai, Professor, Botany and Plant Pathology, without pay, from April 1, 1980, through June 30, 1980, to study at Genetics Institute, Botany Institute, and other agricultural institutions and universities in the People's Republic of China.

Transfers and Changes in Assignment

1. Approved a change for Douglas J. Jardine from Extension 4-H Youth Agent, Branch County, at a salary of $13,853 per year, to an Extension Agricultural Agent, Macomb County, at a salary of $16,053 per year on an AN basis, effective May 1, 1980.

2. Approved a change for Edward J. Klos, Professor, Botany and Plant Pathology, and Institute of Agricultural Technology, from Acting Chairperson to Chairperson, Botany and Plant Pathology, with an increase in salary from $36,740 per year to $37,940 per year on an AN basis, effective November 1, 1979.

3. Approved for Alvin L. Rogers, Associate Professor, Medical Technology, and Botany and Plant Pathology, an additional assignment to Microbiology and Public Health, effective January 1, 1980.

4. Approved a change for Elianne K. Riska, Assistant Professor, from Sociology, and Community Health Science, to Sociology, effective July 1, 1980.
A. PERSONNEL CHANGES, cont.

April 24-25, 1980

Transfers and Changes in Assignment, cont.

5. Approved a change for John P. Newman, Professor, Microbiology and Public Health, and Assistant Dean, Dean's Office, College of Veterinary Medicine, at a salary of $45,400 per year, to Professor, Microbiology and Public Health, and Animal Health Diagnostic Laboratory, at a salary of $42,900 per year on an AN basis, effective July 1, 1980.

6. Approved a change for Patricia M. Lowrie from Specialist and Coordinator for Admissions and Professional Student Programs, Dean's Office, College of Veterinary Medicine, and Specialist, Animal Health Diagnostic Laboratory, at a salary of $17,800 per year, to Specialist and Assistant to the Dean for Admissions and Affirmative Action, Dean's Office, College of Veterinary Medicine, and Specialist, Animal Health Diagnostic Laboratory, in the job security system, at a salary of $19,000 per year on an AN basis, effective April 1, 1980.

7. Approved a change for Thomas W. Kehler from Associate Director, A15, Campus Park and Planning, at a salary of $32,340 per year, to Director, A18, Campus Park and Planning, at a salary of $35,000 per year on an AN basis, effective July 1, 1980.

8. Approved a change for Robert W. Nestle from Engineer IV A15, Engineering Planning, at a salary of $26,000 per year, to a Senior Engineer A16, Physical Plant Administration, at a salary of $27,615 per year on an AN basis, effective April 1, 1980.

9. Approved a change for Nicholas Vista from Assistant Manager A13, Sports Information, Information Services, at a salary of $25,556 per year, to Manager A15, Sports Information, Information Services, at a salary of $28,500 per year on an AN basis, effective July 1, 1980.

Promotion

1. Change of title from Associate Professor to Professor for John P. Casbergue, Office of Medical Education Research and Development, effective July 1, 1979.

Salary Changes

1. Increase in salary for John P. Casbergue, Professor, Office of Medical Education Research and Development, to $29,070 per year on an AN basis, effective April 1, 1980.

2. Increase in salary for Edward J. Klos, Professor, Botany and Plant Pathology, and Institute of Agricultural Technology; and Chairperson, Botany and Plant Pathology, to $38,699 per year on an AN basis, effective April 1, 1980.

3. Increase in salary for Patricia M. Lowrie, Specialist and Assistant to the Dean for Administration and Affirmative Action, Dean's Office, College of Veterinary Medicine, and Specialist, Animal Health Diagnostic Laboratory, to $19,380 per year on an AN basis, effective April 1, 1980.

4. Increase in salary for Dennis D. Bryde, Specialist, Highway Traffic Safety Center, to $25,017 per year on an AN basis, effective April 1, 1980.

Appointments

1. Edward F. Fritsch, Assistant Professor, Biochemistry, and Microbiology and Public Health, in the tenure system, at a salary of $22,000 per year on an AN basis, effective April 1, 1980.

2. Steven B. Dow, Assistant Professor, Business Law and Office Administration, in the tenure system, at a salary of $17,600 per year on an AN basis, effective May 1, 1980.

3. Kenneth N. Wexley, Professor, Management, with tenure, at a salary of $31,500 per year on an AN basis, effective September 1, 1980.

4. Donald I. Smith, Professor, Hotel, Restaurant and Institutional Management, with tenure, at a salary of $44,000 per year on an AN basis, effective April 1, 1980.

5. Kalinath Mukherjee, Professor, Metallurgy, Mechanics and Materials Science, with tenure, at a salary of $38,000 per year on an AN basis, effective September 1, 1980.

6. William S. Spielman, Assistant Professor, Physiology, in the tenure system, at a salary of $28,000 per year on an AN basis, effective September 1, 1980.
A. PERSONNEL CHANGES, cont.  
April 24-25, 1980

Appointments, cont.

7. Steven P. Tanis, Assistant Professor, Chemistry, in the tenure system, at a salary of $17,500 per year on an AY basis, effective September 1, 1980.

8. David S. Wilson, Assistant Professor, Kellogg Biological Station, and Zoology, in the tenure system, at a salary of $24,700 per year on an AN basis, effective July 1, 1980.

9. Mary B. Rheuben, Assistant Professor, Anatomy, in the tenure system, at a salary of $28,000 per year on an AN basis, effective July 1, 1980.

Personnel Recommendations

It is recommended that the following positions be established:

1. Clerk I C04 (three-quarter time) for Agriculture and Natural Resources Education Institute
2. Director Campus Park and Planning A18 for Campus Park and Planning
3. Coordinator Sexual Assault Safety Program All for Counseling Center
4. For Dean of Students/Residence Halls
   a. Senior Administrative Assistant
   b. Director University Housing Programs
5. Secretary II C07 for Development Fund

The following promotions are recommended:

1. Associate Director, Campus Park and Planning A15 to Director, Campus Park and Planning
2. Engineer IV A15 to Senior Engineer A16 (Robert W. Nestle) for Physical Plant
3. Assistant Manager, Sports Information A13 to Manager, Sports Information A15 (Nicholas Vista) for Information Services

Approved by a vote of 6 to 0 on motion by Trustee Bruff, seconded by Trustee Lick.

B. GIFTS AND GRANTS

Gifts and Grants totaling $1,497,987 were approved by a vote of 7 to 0 on motion by Trustee Bruff, seconded by Trustee Radcliffe. A list of the gifts and grants accepted is filed in the Secretary's Office.

C. BIDS AND CONTRACT AWARDS

1. Renovations to the Meats Laboratory

The following bids were received on April 8, 1980, for Renovations to the Meats Laboratory. This project provides barrier free alterations to the concrete entrance ramps, the men's and women's rest rooms, and the elevator. Renovations to the cooler and freezer rooms on the basement and first floors include replacement of the concrete floor, ceiling, and wall finish and the modification, cleaning, and refinishing of the meat monorail system.

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Alt. #1 provides renovation of Cooler Room 4 and Freezers 4A and 4B.

Alt. #2 provides special flooring in Cooler Rooms, 3, 5, 102, 102A, and 102B.

Alt. #3 provides special flooring in Cooler Room 4 and Freezers 4A and 4B.

*Two bidders submitted bids which do not include alterations to the elevator.

Since the bids substantially exceeded the funds available for this project, it is recommended that all bids be rejected and that the scope of the project be reevaluated to ensure that the highest priorities are met before rebidding of the project.

RESOLVED that the above recommendation be approved.

Approved by a vote of 7 to 0 on motion by Trustee Bruff, seconded by Trustee Sawyer.
1. Establishment of Undergraduate University Division

This proposal is to complete the reorganization involving the phase-out of University College. The action by the Board of Trustees in January 1979 provided as follows:

Continuation of University College Academic Advising and Learning Resources Center with administrative location of these services to be specified no later than July 1, 1980.

Establishment of the Undergraduate University Division is recommended to implement this commitment. As detailed in the proposal dated March 24, 1980, by the Office of the Provost, the Division will have those administrative and service responsibilities related to freshman and sophomore students that are presently assigned to the Office of the Dean and the Office of Instructional Services of the University College.

RESOLVED that effective July 1, 1980, there shall be established the Undergraduate University Division. This unit will have those administrative and service responsibilities related to students presently assigned to the Office of the Dean and the Office of Instructional Services of University College.

Approved by a vote of 7 to 0 on motion by Trustee Bruff, seconded by Trustee Lick.

Trustee Bruff requested Provost Winder to prepare a report reviewing the phase-out of University College and the integration of its progress into other units of the University.

2. Appointment of Architect for Day Care Center

The City of East Lansing intends to construct a Day Care Center in Spartan Village with Community Development Block Grant funds. The University will be responsible for the planning and construction of this facility although funding will be provided by the city.

It will be advantageous to have a local architect for this project since it will be important for the firm to be familiar with University standards and University planning and construction procedures. Accordingly, it is recommended that Mayotte Crouse & D'Haene Architects be appointed as architects for this project. The Mayotte firm has successfully completed a number of campus projects; most recently the fire safety and accessibility modifications to the Union Building.

RESOLVED that the firm of Mayotte Crouse & D'Haene Architects be appointed as architect for the Day Care Center.

Approved by a vote of 7 to 0 on motion by Trustee Bruff, seconded by Trustee Radcliffe.

Trustee Stack requested that the Administration keep the Board apprised as the program for the Day Care Center is being developed.

3. Funding of Miscellaneous Nonrecurring Projects

The University recognizes an extensive list of projects which it attempts to complete on a funds-available basis. It is recommended that the following projects which concentrate in the areas of safety, accessibility, energy, and instruction and research be approved.

Toxic Waste Disposal $75,000

New federal and state regulations, the closing of major radiation disposal sites, and state safety inspections have all combined to place an exceptional extra cost on the University for the disposal of hazardous wastes.

Ice Rink at Demonstration Hall $35,000

It is recommended that an epoxy floor finish be installed in the area of the skating rink. This will provide other recreational opportunities for the use of this space.
3. Funding of Miscellaneous Nonrecurring Projects, cont.

Computer Graphics Equipment
This item represents MSU matching funds for private and public supported grants. The equipment is for teaching computer design and design research in the College of Engineering.

Equipment for Social Science
This will provide a combination of matching and instructional funds for essential research and instructional equipment for Psychology, Anthropology, Criminal Justice, and Geography.

Equipment for Veterinary Clinic
The Animal Diagnostic Lab and the Veterinary Clinic must have essential new and replacement equipment to treat and diagnose animal diseases. The Veterinary Clinic surgical unit is severely undercapitalized in terms of modern diagnostic and surgical equipment.

Laboratory Safety Modification for Research on Toxic Substances - Biochemistry
This will be the first MSU research laboratory modified to meet stringent new state and federal regulations so that work with extremely hazardous and toxic substances can be conducted in a safe environment.

Equipment for the Clinical Center
Since it opened in 1976, the Clinical Center has been seriously undercapitalized for equipment. The Center cannot increase its patient visits significantly, provide a broader spectrum of services, or improve its revenue generating cost centers without purchasing additional equipment.

Conversion of Air Volume System in Food Science Building
This conversion to a dual-duct system will result in a payback to the University in 1.8 years through our energy savings program.

Construction of Lodal Rubbish Bin Renovation Facility
The University has converted from an incinerator type of operation to a lodal system of waste collection. In order to be in compliance with health and sanitation codes, it is necessary to construct this facility.

Bridge Maintenance
It is necessary to paint and repair the various bridges on campus.

Accessibility Modifications
This is a continuation of our accessibility program.

RESOLVED that the above project list be approved.

Approved by a vote of 7 to 0 on motion by Trustee Martin, seconded by Trustee Bruff.

4. Guaranteed Student Loan Financing
It is recommended that the Board of Trustees approved $1,100,000 in Guaranteed Student Loan Financing. This borrowing will provide funding for the 1980-81 program as well as additional financing for the 1979-80 program.

RESOLVED that the above recommendation be approved.

Approved by a vote of 6 to 0 on motion by Trustee Sawyer, seconded by Trustee Martin. Trustee Radcliffe was not in the room at the time the vote was taken.
Yates Trust

The Continental Bank, Chicago, is trustee under agreement of the Walter R. Yates Trust. Michigan State University is named as a distributee of one-quarter of the remainder of this trust. Based upon a recent valuation, the University's share of this trust would be somewhat in excess of $160,000.

The bank is requesting a resolution of our Board of Trustees as follows:

The Board of Trustees of Michigan State University hereby accepts one-fourth of the Walter R. Yates Residuary Trust to be used for scholarship purposes, giving preference, equally so far as practicable, to students engaged in the study of chemistry and electrical engineering.

RESOLVED that the above resolution be approved.

Approved by a vote of 6 to 0 on motion by Trustee Sawyer, seconded by Trustee Lick. Trustee Radcliffe was not in the room at the time the vote was taken.

E. REPORTS TO THE BOARD

1. President's Report

President Mackey reviewed the deteriorating state fiscal position which led to development of the University's contingency budget planning program for 1980-81. He noted that the plans for a 5% reduction may come to be viewed as optimistic should the state's fiscal condition continue to deteriorate at its current rate. Vice President Breslin commented that uncertainties in the fiscal picture will cause the entire budget picture for 1980-81 to move very slowly. The possibility of an executive order reduction during the current fiscal year cannot yet be ruled out.

President Mackey noted that considerable misinformation had been circulated in regard to his position on the faculty grievance procedure. He had been asked to express his personal opinions on the features of a desirable procedure. He agreed to do so to offer a means of focusing the Faculty Council's discussion of the subject. The matter currently is before the Faculty Council for full debate. There has been no attempt to abridge the existing procedure. Changes in the procedure could occur only as a result of Board of Trustees' action. Allegations that there have been arbitrary changes in the existing procedure clearly are incorrect.

President Mackey also reported that the Academic Council has continued its evaluation of the Provost's request that the University consider the merits of moving to an early semester system. That proposal also will receive the benefit of full discussion by faculty and students before any decision is made.

Trustee Stack, noting President Mackey's explanation of the review of the interim faculty grievance procedure, observed that the press has repeatedly misrepresented President Mackey's views. He said he was concerned over what appears to be either a hysterical overreaction to proposals to review existing policies or willful attempts to misrepresent President Mackey's actions and views. He cited a number of instances in which the press had misrepresented President Mackey's actions in carrying out policies established by the Board as if they were unilateral decisions on President Mackey's part. In addition, presidential requests for appropriate University bodies to consider various proposals have been misrepresented as fiat accompli.

Members of the faculty liaison group concurred with Trustee Stack's observations. They cautioned the Board not to view criticism of the President by self-appointed spokespersons as representative of the faculty perspective as reflected in its duly authorized governance system.

2. Board Committee Reports

a. Affirmative Action Committee

Trustee Martin reported that the Committee had heard from representatives of the following groups at a well-attended meeting the previous evening:

1. Computer Science Program
2. Physiology Program
3. National Pan-Hellenic Council
4. CHISPA
5. Office of Black Affairs
6. North American Indian Student Organization
7. Asian-American Students
8. Black Aid Program
9. Minority Advisory Council
2. Board Committee Reports, cont.

a. Affirmative Action Committee, cont.

The groups' concerns centered on financial aids, recruitment of minority students, minority student retention, minority aid programs, the ethnic caucuses, and sensitivity to the needs of minorities. The groups' concerns have been heightened by their awareness of the overall fiscal situation which the University is facing. He asked the President and Administration to prepare an appropriate response to these concerns and a plan of action to address them.

b. Audit Committee

Trustee Sawyer reported that the Committee met with representatives of Ernst & Whinney to discuss the scope of Ernst & Whinney's activities in conducting the 1979-80 audit of the University. As a part of the review, there was an extended discussion of the scope of Ernst & Whinney's work in the area of related party transactions between the University and its Trustees and key officers.

It is anticipated that the work performed by Ernst & Whinney will satisfy the basic intent of the Board's November 29 resolution calling for an independent audit of Trustees' expenses.

c. Land and Physical Facilities Committee

Trustee Lick reported that the Committee voted to recommend the following policy for naming University buildings and facilities:

Policy for Naming University Buildings and Facilities

1. Authority for naming or renaming University buildings and facilities is vested in the Board of Trustees by the Board's Bylaws. The Board's Land and Physical Facilities Committee shall have responsibility for evaluating proposed names for buildings and facilities.

2. Academic buildings and facilities may be named on the basis of primary academic use, location, or for a person.

3. Nonacademic buildings and facilities may be named on the basis of primary use, location, for a person or, in the case of athletic facilities, in recognition of the primary sports conducted therein.

4. Names of buildings and facilities shall be appropriately displayed.

The Committee also voted to recommend the following resolution for naming the new football facility:

Resolution for the Naming of the New Football Facility

WHEREAS, Hugh Duffy Daugherty established a remarkable record in a great football coaching career at Michigan State University; and

WHEREAS, over a 19 year period Daugherty coached teams won 109 games, lost 69 and tied 5; and

WHEREAS, his units claimed two outright Big Ten titles, placed second four times, and ranked among the nation's top ten teams in final wire service polls on seven occasions; and

WHEREAS, Coach Daugherty developed 33 major first team All-Americans and 51 first team All-Big Ten players; and

WHEREAS, he was the first man ever to be named "Coach of the Year" both by the Football Writers of America and the nation's football coaches;

THEREFORE BE IT RESOLVED, that the new football facility be named the Hugh Duffy Daugherty Football Building.
The Committee also voted to recommend the following resolution for naming the Press Box in Spartan Stadium:

**Resolution Naming the Press Box in Spartan Stadium**

WHEREAS, Fred W. Stabley, Sr., soon will retire after 32 years as Michigan State's Director of Sports Information; and

WHEREAS, during his long and distinguished career Fred's peers have given him their highest recognition, including the presidency of the College Sports Information Directors of America and charter membership in the College Sports Information Directors Hall of Fame; and

WHEREAS, the list of former part-time sides whose careers began as students under Fred's tutelage now reads like the Who's Who of college sports information circles; and

WHEREAS, perhaps the most prominent single tangible symbol of his legendary career is the press box in Spartan Stadium, which, under his management, has become the envied model for all similar facilities; now

THEREFORE BE IT RESOLVED, that the Press Box in Spartan Stadium be named in honor of Fred W. Stabley, Sr., as an enduring tribute to his distinguished service to Michigan State University.

Vice President Breslin reported on the recent gift of 4.86 acres of land by McDonald-Halliday Enterprises No. 2. The University will obtain additional appraisals on that property which was initially appraised at $486,000.

Dr. Mackey and Mr. Breslin reported on recent court actions concerning the Bear Lake Bog property. The temporary injunction preventing further mining of sand and gravel has been lifted, and the University intends to grant a temporary easement across university property so truck traffic will not have to be routed through the Forest View Subdivision. Trustee Lick moved acceptance of the report. Seconded by Trustee Sawyer. Approved by a vote of 7 to 0.

d. Health Committee

Trustee Stack reported that the Health Committee heard a progress report by Vice President Turner on establishing a position to deal with cases of sexual assault; crisis counseling, and other areas of concern for safety on the campus.

The Board met in Executive Session.
E. REPORTS TO THE BOARD, cont.

3. Trustees' Expenses

Expenses paid from the Board Members' expense account in March totaled $1,915.28 distributed as follows:

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<th>Lick</th>
<th>Martin</th>
<th>Radcliffe</th>
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Adjourned.

[Signatures]

Cecil Meehan
President

Elliot B. Bollard
Secretary