

THE UNIVERSITY OF WYOMING
MINUTES OF THE TRUSTEES

January 17, 1980

For the confidential information
of the Board of Trustee

THE UNIVERSITY OF WYOMING

Minutes of the Trustees
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THE UNIVERSITY OF WYOMING

Minutes of the Trustees
January 17, 1980

A visitation meeting of the Trustees of The University of Wyoming was called to order by President McCue at 11:15 a.m. on January 17, 1980, in the Board Room of Old Main.

ROLL CALL

The following Trustees were in attendance:

Brodrick, Chapin, Coulter, Gillaspie, McCue, Nolan, Quealy, Smith, Thorpe, and ex officio members Jennings and Brown. Trustee members Fordyce, Mickelson, Miracle, and ex officio members Governor Herschler and Mrs. Simons were absent. Elliott G. Hays, Vice President for Finance; William R. Steckel, Acting Vice President for Academic Affairs; Charles J. Ksir, Chairman of the Faculty Senate; and Donna Ruffing, Chairman of the Staff Council, were also in attendance.

APPROVAL OF MINUTES

President McCue asked if there were any corrections or additions to the minutes of the meeting of December 12, 1979. Mr. Nolan moved approval of the minutes as circulated. The motion was seconded by Mr. Gillaspie, and it carried.

ANNOUNCEMENTS

President Jennings announced that the Trustees would be having lunch in the Wyoming Union with ASUW Senators. After lunch Dr. E. G. Meyer, Vice President for Research, will give a report on contracts and grants. Dr. Steckel and Dr. Ksir will give a report on tenure.

Because of spring break, President Jennings suggested that the March visitation meeting be changed. Discussion was held and it was decided to change the March 13 meeting to Thursday, March 20, 1980.

President McCue said the Association of Governing Boards would be holding their meeting on February 21-22, 1980. Trustees are encouraged to attend.

REPORT OF
PERSONNEL COMMITTEE

Mr. Gillaspie reported that the Personnel Committee had reviewed the recommendations contained in the President's Report as follows: Appointments, leaves of absence without pay, reappointment, changes in assignment, department head, acting department head, change in salary, reappointment of assistant football coaching staff, change in sabbatical leave, and changes in title. The Personnel Committee found the recommendations in order and recommended them for approval without any change. Questions on any item were invited. Mr. Gillaspie moved approval of the foregoing described matters as contained in the President's Report and that they be incorporated into the minutes of this meeting. Dr. Thorpe seconded the motion, and it carried.

APPOINTMENTS

In accordance with the recommendations, the following appointments were approved effective on the dates indicated and under the conditions cited.

1. Charles Richardson as Assistant Professor of Biochemistry for the 1979-80 fiscal year, effective December 1, 1979, at an annual (11-month) salary rate.

2. Claude N. Callaway as Assistant Football Coach and Instructor in Intercollegiate Athletics for the period December 11, 1979 through January 31, 1981, at an annual (11-month) salary rate.

3. Cary Godette as Assistant Football Coach and Instructor in Intercollegiate Athletics for the period December 17, 1979 through January 31, 1981, at an annual (11-month) salary rate.

4. Thomas W. Hall as Assistant Football Coach and Instructor in Intercollegiate Athletics for the period December 11, 1979 through January 31, 1981, at an annual (11-month) salary rate.

5. Alan P. Kincaid as Assistant Football Coach and Instructor in Intercollegiate Athletics for the period December 17, 1979 through January 31, 1981, at an annual (11-month) salary rate.

6. Warren D. Koegel as Assistant Football Coach and Instructor in Intercollegiate Athletics for the period December 17, 1979 through January 31, 1981, at an annual (11-month) salary rate.

7. Robert H. Wallace as Assistant Football Coach and Instructor in Intercollegiate Athletics for the period December 10, 1979 through January 31, 1981, at an annual (11-month) salary rate.

LEAVES OF ABSENCE WITHOUT PAY The following leaves of absence without pay were granted for the periods and under the conditions cited.

1. Thomas A. Weiss, Professor and Head of the Department of Curriculum and Instruction, a leave of absence without pay for the 1980 Spring semester.

2. Richard L. Bierman, Assistant Professor of Mechanical Engineering, a leave of absence without pay for the 1980 Spring semester.

REAPPOINTMENT The following faculty member was reappointed for the 1980 Spring semester, effective January 5, 1980, subject to available funds.

<u>Name</u>	<u>Department</u>	<u>Academic Rank</u>
<u>COLLEGE OF ARTS AND SCIENCES</u>		
Johnson, Paula J.	English	Lecturer

CHANGES IN ASSIGNMENT

Authorization was granted for the following changes in assignment.

1. Audie L. Blevins, presently Associate Professor of Sociology and Head of the Department of Sociology, be redesignated as Associate Professor of Sociology, effective December 31, 1979, on a 9-month appointment.

2. John E. Maurer, presently Professor of Chemistry and Acting Head of the Department of Chemistry, be redesignated as Professor of Chemistry, effective January 8, 1980, on a 9-month appointment.

3. E. C. Reynolds, presently Professor of Theatre and Dance and Head of the Department of Theatre and Dance, be redesignated as Professor of Theatre and Dance, effective January 8, 1980, on a 9-month appointment.

4. Jack C. Routson, presently Professor of Business Administration and Head of the Department of Business Administration, be redesignated as Professor of Business Administration, effective January 9, 1980 on an 11-month appointment basis until September 1, 1980, at which time it will be changed to a 9-month appointment.

5. E. Gerald Meyer, presently Vice President for Research and Professor of Chemistry, be redesignated as Professor of Chemistry, effective Spring semester 1981. He will be assigned indefinitely to the office of the Dean of the College of Arts and Sciences and given a salary equal to nine-elevenths of his 1980-81 fiscal year salary rate. Prior to assuming his new position, he has been granted a sabbatical leave with six months of full pay at a starting date to be determined at his convenience.

DEPARTMENT HEAD --- In the
College of Commerce and Industry

Raymond A. Marquardt, Professor of Business Administration, was appointed as Head of the Department of Business Administration, effective January 9, 1980.

ACTING DEPARTMENT HEAD --- In
the College of Education

J. Wesley Little, Professor of Curriculum
and Instruction, was appointed as Acting

Head of the Department of Curriculum and Instruction, effective immediately. He will be a temporary replacement for Dr. Thomas Weiss, who was granted a leave of absence without pay for the 1980 Spring semester. Dr. Little will serve as Acting Head of the Department until Dr. Weiss returns. There will be no change to his annual (9-month) salary rate.

CHANGE IN SALARY --- In the
University Library

A change in assignment for Stephanie E.
Vaughan was reported to the Trustees and

approved by the Trustees at the December 12, 1979 meeting. Mrs. Vaughan was reassigned as Assistant Professor and Head of Science Reference, effective October 15, 1979 at an annual (11-month) salary rate of \$14,280. Her salary should have been \$15,000, effective October 15, 1979. A change in salary to \$15,000 for Stephanie E. Vaughan was approved.

REAPPOINTMENT OF ASSISTANT
FOOTBALL COACHING STAFF

In compliance with a policy established by
the Trustees on January 15, 1971, that all

appointments and reappointments to the assistant football coaching staff be for annual periods terminating on January 31 of each year, with notice of termination, reappointment, and salary adjustments to be given on or before January 1, and that the rank of Instructor in Intercollegiate Athletics be continued for reappointments and granted for new appointments but without right to notice of reappointment or termination in the manner provided for faculty, George McCarty, Director of Intercollegiate Athletics, submitted the following recommendations for the fiscal year 1979-80, effective February 1, 1980. The

salaries recommended are the same as in the current year. The following recommendations for reappointment were approved.

<u>Name and Title</u>	<u>Salary for 1979-80</u>
James L. House, Assistant Football Coach and Instructor in Intercollegiate Athletics	\$22,464
Lee Oval Jaynes, Assistant Football Coach and Instructor in Intercollegiate Athletics	\$23,532

CHANGE IN SABBATICAL LEAVE At the December 12, 1979 Trustee meeting, George W. Gill, Associate Professor of Anthropology in the College of Arts and Sciences, was granted a sabbatical leave for the 1980-81 academic year. His leave should have been granted for the 1981 Spring semester only.

CHANGES IN TITLE --- In the The following persons in the Department College of Arts and Sciences of English were redesignated from Lecturers to Instructors, effective at the beginning of the 1980 Fall semester.

<u>Name</u>	<u>Previous Title</u>	<u>New Title</u>
Christian Hall	Lecturer	Instructor
Margaret Mathison	Lecturer	Instructor
Patricia Sullivan	Lecturer	Instructor
Celia Urion	Supply Lecturer	Instructor
David Lawson	Lecturer	Instructor
Mike Leonard	Lecturer	Instructor
Janet Constantinides	Lecturer	Instructor

Dean Marion M. Schrum of the College of Nursing joined the meeting.

ACCREDITATION REPORTS Dr. Steckel reported that the American Psychological Association Committee on Accreditation had voted to grant continuing accreditation to the doctoral

training program in clinical psychology at The University of Wyoming. A full accreditation review, with campus visitation, is conducted every five years. This was a regular annual interim review in which the program received full continuing accreditation.

President Jennings reported that the National League for Nursing's Board of Review for Baccalaureate and Higher Degree Programs had voted to grant continuing accreditation to the baccalaureate degree program in Nursing at The University of Wyoming. This action was based on the self-evaluation study submitted by the faculty of the School of Nursing and on the report of the visiting team. Dean Schrum described the report and will reply to the comments and recommendations made in it. Dean Schrum left the meeting.

JOINT BA/MBA PROGRAM --- Between
the Colleges of Arts and Sciences
and Commerce and Industry

As a matter of information, President Jennings reported on the joint Bachelor of Arts/Master of Business Administration program between the Colleges of Arts and Sciences and Commerce and Industry. He noted that a number of students at the University choose to take a 5-year program rather than a 4-year program, combining a liberal arts undergraduate education with graduate training in business. Through a cooperative advising effort between the Colleges of Arts and Sciences and Commerce and Industry, students are advised to take pre-MBA course requirements as electives for their undergraduate degree. Then, with proper electives completed, students can typically earn a Master of Business Administration either in one year or in one year and a summer after completing their undergraduate degree. This joint BA/MBA program is increasingly popular because it gives the student both the advantages of a liberal undergraduate education and the excellent employment prospects associated with a graduate degree in business.

In connection with this program, students typically take courses in economics, calculus, and statistics during the freshman through junior years at the University. In the senior year, students take accounting, management, marketing and finance. Having thus acquired the necessary background courses, students can complete the MBA program in one additional year.

Dr. Steckel advised that this program was brought to the attention of the Trustees because it is now under consideration that this type of program be extended. There is a demand for this type of program in Casper. A review of the on-campus program is being conducted.

RATIFICATION OF EXECUTIVE
COMMITTEE ACTION --- Student
Union Lobby Bids

President Jennings advised that at the December 12, 1979 Trustee meeting, the Executive Committee was authorized to accept or reject the bids on the Student Union lobby. Bids for the modification of the Student Union lobby were received on December 20, 1979. The Executive Committee awarded a contract in the amount of \$54,750 to Spiegelberg Lumber and Building Company of Laramie, Wyoming, for modification of the Student Union lobby. Mr. Nolan moved, Mr. Brodrick seconded, and it carried to ratify the action of the Executive Committee in awarding the bid to Spiegelberg Lumber and Building Company for modification of the Student Union lobby.

PHYSICAL PLANT

Mr. Nolan said the Physical Plant and Equipment meeting was held on January 17 at 7:10 a.m. Those present at the Committee meeting were Trustees Nolan, Brodrick, Gillaspie, McCue, Coulter, Smith, Brown, and Jennings, and Messrs. Arnold, Hays, Henry, Jones, Kaltenbach, Geraud, and Tuma of the University staff. Also present was Bob South of Gorder/South and Associates. Mr. Nolan gave the following report.

1. Animal Science Facilities. Bob South presented design drawings and a model of the proposed animal science facility which is on the capital projects list in two parts, the main building and a livestock teaching arena. Mr. Nolan moved that the Trustees accept the basic concept of the design as presented. The motion was seconded by Mr. Brodrick, and it carried. Later in the meeting Morris Jones and Dean Harold Tuma presented the design drawings and the model of the proposed facility to the whole Board.

2. Alpha Chi Omega House. At the present time Alpha Chi Omega does not have an active chapter in their sorority house and conditions exist which would be the basis for the Trustees exercising their right under the terms of the deed to the sorority to forfeit Alpha Chi Omega's title to the land and purchase the house. Alpha Chi Omega wants to retain title and wait three years before re-establishing an active chapter, and the local house corporation wants to utilize the room and board facilities by renting space to students or other members of the University community. Such a plan would violate the requirement of the deed that the land be used for providing housing and board to a fraternity, association or club. The University administration recommended approval of an agreement which would waive the Trustees' right to forfeit the title for a period of three years and authorize the local house corporation to utilize the house for providing room and board to individual students or other members of the University community who are not members of a sorority or other type of organization. Mr. Nolan moved that the University enter into such agreement with the Beta Kappa Chapter of Alpha Chi Omega Building Corporation. The motion was seconded by Mr. Coulter, and it carried.

HONORARY DEGREE COMMITTEE

President Jennings said the Honorary Degree Committee met and reviewed the policy for awarding honorary degrees. Criteria governing award of honorary

degrees as set forth in the Regulations of the Trustees are: (1) notable contribution to the health, education, or general welfare of the people of the State; (2) outstanding accomplishment on either a state or national level by alumni of the University, and (3) accomplishment so outstanding as to have won recognition on a national or international level. The Committee recommends no change in the policy as outlined in the Regulations. Mr. Gillaspie moved that the policy on honorary degrees remain as set forth in the Regulations of the Trustees. Dr. Thorpe seconded the motion, and it carried.

February 7 is the deadline for submitting nominations for honorary degrees to be awarded by the University during Spring commencement. Recommendations for honorary degrees should be submitted in writing to the President's office with supporting data.

ATHLETIC COMMITTEE

Mr. Smith noted that Pat Dye, Head Football Coach, was in attendance at the Athletic Committee meeting. Mr. Dye talked to the members at some length as to his football philosophy. The broadcasting policy is under review and recommendations will be brought back to the Trustees at a later date.

BUDGET COMMITTEE

Mr. Chapin said President Jennings and his staff made a presentation to the Budget Committee on the status of the 1981-82 biennium budget. Mr. Chapin called on President Jennings to give a report to the Trustees.

President Jennings reported on the Governor's recommendations on the budget. The major portion of the budget is for recommended salary increases for faculty and staff of 9 percent per year plus a revision in the retirement contribution. It is recommended that the University pay 75 percent and that the employee

pay 25 percent of the retirement contribution. In addition there is a recommendation for an improvement in the institution's contribution to the health insurance package for faculty and staff from \$30 to \$50 per month.

Excluding the College of Human Medicine and the Higher Education Computer Network, in the personnel area, the University requested 43 1/2 positions and the Governor recommended 23 1/2 positions. For the main Library acquisitions budget, the University requested a \$520,000 increase above the standard budget increase of \$200,000 and the Governor recommended \$400,000 in addition to the \$200,000. The equipment was requested in two parts---2.3 million for new and replacement equipment plus \$900,000 for scientific equipment, veterinary laboratory equipment, and broadcasting and TV equipment. The Governor recommended 2.3 million for equipment but deleted the \$900,000 for scientific, veterinary laboratory, and broadcasting and TV equipment. Funds for maintenance were recommended by the Governor as requested by the Trustees except for utilities which was reduced by \$1,100,000 because price estimates are uncertain. He expects the University to ask for additional funding in the second year of the biennium. An additional \$150,000 for faculty travel was recommended by the Governor. The transfer of agricultural personnel and their support from Section II of the budget back into Section I of the budget was recommended by Governor.

The Higher Education Computer Network which is part of the University's request and which is also coordinated by the University as a service to the Community College Commission, was supported by the Governor. He has recommended phasing in the program and recommended \$800,000 in funding instead of the 1.8 million requested.

For the College of Human Medicine, the Governor recommended \$500,000 less than the University's request. The Appropriations Committee has appointed

a subcommittee to review personnel requests to see if some of the present positions could be used to fill the personnel requests.

President Jennings said that the Governor had made recommendations after consultations with University personnel and the Governor had made the cuts based on funds expected to be available. President Jennings felt that the University was treated very fairly.

The University requested 62 million for capital projects. The requests were in priority order. The Governor, as well as the Capitol Building Commission, have made their recommendations in the order of the University's priorities. The Governor is not questioning the projects but he is drawing the line in context of funds available. The Governor has recommended state general fund appropriations for the power plant, physical education buildings equipment, science library (convert computer space), geography laboratory, modular unit in Casper, OSHA, Fire Marshal, Handicapped, Coe library air handling, and the agriculture building addition. The Governor recommended University bonding for the engineering building addition. President Jennings said that the University would take bids on the agriculture building addition on February 25. The power plant bids will be taken on February 20. Discussion was held on timing of project.

The meeting recessed until after lunch. The meeting reconvened at 1:10 p.m. At this time, C. E. Hollon, Assistant to the President for Development; M. W. Johns, Director of Alumni Relations; and E. G. Meyer, Vice President for Research, were also in attendance.

REPORT ON CONTRACTS AND GRANTS

Dr. Meyer told the Trustees that scholarly research strengthens classroom instruction and assists decision makers at local, state and national levels. Further, he

emphasized that during the 1978-79 academic year, the University had about \$12.5 million in research grants and contracts, most of which were awarded on the basis of highly competitive bids. When the faculty submits proposals for grants or contracts, those proposals are subject to peer review and are judged by the granting agencies along with all the other proposals received from institutions across the country. The fact that the University has an outstanding success ratio reflects the high regard in which the University's faculty are held by their peers across the country and is a tangible measurement of the underlying academic excellence of the University.

Dr. Meyer said some 72 percent of University research funding comes from federal sources and the balance from state, private, and industrial sectors. Research projects are weighed carefully in the proposal stage in relation to ties to teaching, long-range commitments, and the mission of the University.

He stressed the importance of the tie between research and teaching, pointing out that participation by faculty in active research keeps them updated in their specific fields of interests and contributes materially to a more dynamic teaching program. University students benefit from the improved classroom instruction and from the opportunities to be actively involved in on-going research efforts.

Meyer stated that "We have a well-defined process starting at the departmental level and moving on up through the college dean's office to determine whether the on-going research is appropriate to the needs of the state and the mission of the University. Much of what our faculty is doing is state-related, designed to produce information that will be useful to developing decisions on major state and regional problems. Many of our current problems, particularly those pertaining to the environment and energy development, are site specific in the western region. The research that is vital to

providing data we all need can be done nowhere else. We also are uniquely situated to take the lead in development of the state's coal and oil shale and in the development of our wind, solar, and geothermal resources."

Vice President Meyer left the meeting.

ANIMAL SCIENCE CENTER

Morris Jones, University Architect, and

Harold J. Tuma, Dean of the College of

Agriculture, joined the meeting to explain the Animal Science Center to the Trustees. Mr. Jones showed a model and drawings of the facility and noted that the center will be located across from the arena-auditorium and behind the Laramie cemetery. There are two main parts to the facility---a long rectangular building for classrooms, offices, laboratories, plus a display area for exhibits; and a round building which will be used for teaching and animal showing.

Messrs. Jones and Tuma left the meeting.

REPORT ON TENURE

Tenure policies, administration, and

philosophies of the tenure system were

discussed by William R. Steckel, Acting Vice President for Academic Affairs, and Charles J. Ksir, Chairman of the Faculty Senate.

Dr. Steckel said that continuity is essential for a long-term investment of research and instruction. He also emphasized that it is a high-risk operation for programs and personnel alike. The faculty member is vulnerable to criticisms by student, society, and peers. He noted that "faculty may be subject to great pressures which may threaten their willingness or ability to say what they think should be said." He mentioned that in 1897 the entire faculty was fired at Kansas State University for not supporting the Populist party. He cited other examples where pressures were exerted on faculty members

at different universities. He said "often a professor can't point out tangible results to justify an operation. In a business situation tangible results are available, as in sales records and profit and loss statements."

The University is also a labor-intensive operation with about 80 percent of the total budget going toward salaries. That suggests the importance of continuity, and need for protection of a faculty member's continuation. Faculty members need job security. Job security might be offered in three forms including civil service, union, and tenure. Steckel suggested that the forms of civil service and union provide for a more rigid lock-in protection of faculty than does the form of tenure. A major difference between the forms of civil service and tenure is that for civil service the probation period is approximately six months, contrasted with six years of probation before tenure. After six years in the tenure structure, a decision is made in a careful series of steps by which a person is granted or denied tenure. A tenure decision is a critical step that does not guarantee a "cushy" job. A tenured person may be fired for job failure. According to Dr. Steckel, the tenure system is often attacked because it is often perceived to guarantee jobs to those who become idle, lazy, or disinterested. "Tenure is by no means ideal, but it has a very real place in a dynamic academic institution. The abuses of tenure are not in the system, but rather in how the system is operated. The flaw is in how the faculty peer review groups or administration fails to use the system properly," he said.

Dr. Ksir pointed out that the list of tenure recommendations presented to the Trustees reflects only the positive recommendations. According to Dr. Ksir in the past four years in the Psychology Department, about half of those eligible for tenure received it. The other half were turned down at the department level, never to come before the Trustees.

Dr. Ksir mentioned that tenure is an economic benefit in addition to being a form of job insurance. "Without tenure, salaries must be higher to attract qualified persons in the job market. Tenure is an attraction that permits salaries to be lower," he said. Further he explained that academic freedom is still a concern at universities. "With social pressures and strong feelings, tenure gives the professor a little more protection in expressing ideas," he said.

NEW BUSINESS

President Jennings suggested that Dean Wadlow and faculty members from the College of Arts and Sciences be invited to the next meeting to discuss the concepts associated with a broad liberal arts education. Further, at this time perhaps the situation involving the band can be reviewed.

ADJOURNMENT OF MEETING
AND DATE OF NEXT MEETING

Mr. Smith moved that the meeting be adjourned. The motion was seconded by Mr. Nolan, and it carried. The meeting adjourned at 3:30 p.m.

The next meeting of the Trustees will be February 14-15, 1980.

Respectfully submitted,

Karleen B. Anderson

Karleen B. Anderson
Deputy Secretary

MINUTES OF THE
PHYSICAL PLANT AND EQUIPMENT COMMITTEE
January 17, 1980

The meeting convened at 7:10 A.M. with Chairman James Nolan presiding.

ROLL CALL Those present, in addition to Mr. Nolan, were Trustees Brodrick, Gillaspie, McCue and Jennings and Messrs. Arnold, Hays, Henry, Jones, Kaltenbach, and Tuma of the University staff. Also present was Bob South of Gordor/South and Associates. Trustees Coulter, Smith and Brown and Mr. Geraud joined the meeting later.

ANIMAL SCIENCE Bob South presented design drawings and model of the
FACILITIES proposed Animal Science Facility which is on the capital projects list in two parts, the main building and a livestock teaching arena. Mr. Smith moved to recommend to the Trustees that they accept the basic concept of the design as presented. The motion was seconded by Mr. Brodrick and it carried.

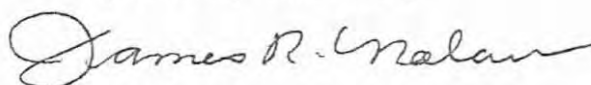
ALPHA CHI Vice President Geraud reported that at the present time
OMEGA HOUSE Alpha Chi Omega does not have an active chapter in their sorority house and conditions exist which would be the basis for the Trustees exercising their right under the terms of the deed to the sorority to forfeit Alpha Chi Omega's title to the land and purchase the house. Alpha Chi Omega wants to retain title and wait three years before re-establishing an active chapter, and the local house corporation wants to utilize the room and board facilities by renting space to students or other members of the University community. Such a plan would violate the requirement of the deed that the land be used for providing housing and board to a fraternity, association or club. The University administration recommended approval of an agreement which would waive the Trustees' right to forfeit the title for a period of three years and

authorize the local house corporation to utilize the house for providing room and board to individual students or other members of the University community who are not members of a sorority or other type of organization. Mr. Smith moved to recommend to the Trustees that the Trustees of the University enter such agreement with the Beta Kappa Chapter of Alpha Chi Omega Building Corporation. The motion was seconded by Mr. Brodrick and it carried.

ADJOURNMENT

The meeting was adjourned at 8:15 A.M.

Respectfully submitted,

A handwritten signature in cursive script that reads "James R. Nolan". The signature is written in dark ink and is positioned above the printed name.

James R. Nolan, Chairman