

Minutes of the Meeting
of the
Oakland University
Board of Trustees
June 8, 1982

The meeting was called to order by Chairman Richard H. Headlee at 7:30 p.m. in Lounge II of the Oakland Center.

Present: Chairman Richard H. Headlee, Trustees David Handleman, Patricia B. Hartmann, Alex C. Mair, Wallace D. Riley, Arthur W. Saltzman, and Howard F. Sims

Absent: Trustee Ken Morris

Approval of Minutes of May 6, 1982

Chairman Headlee requested approval of the minutes of the Board meeting of May 6, 1982, as presented to the Trustees.

Mr. Sims offered a motion for approval of the minutes. Mr. Handleman seconded the motion which was voted on and approved by all of the Trustees present.

Resolution Honoring Marvin L. Katke

Chairman Headlee said he had the special honor and privilege of giving particular recognition to Oakland University's "good friend" and former Trustee, Marvin L. Katke. He then presented the following resolution for the Board's acceptance:

WHEREAS the Board of Trustees has accepted with deep regret the resignation of Trustee Marvin L. Katke, who has served Oakland University as a Trustee with great distinction and dedication since the creation of the Board, having been appointed a charter member to this body by the Governor on August 12, 1970; and

WHEREAS Trustee Katke served as the Board's first Chairman, as well as serving as a member of the Board's Audit and Finance Committee, expending many hours on the responsibility associated with these positions; and

WHEREAS the Trustees and the entire University community are grateful to Trustee Katke for his devoted service, counsel, and support; and

WHEREAS Trustee Katke has through the years given personally of himself to support and assist the growth and development of the University and its programs, and was actively involved in the University even prior to its independence from Michigan State University; and

WHEREAS Trustee Katke has not only served the University as a Trustee, but has also served as an Executive Trustee of the Oakland University Foundation, Director of the Meadow Brook Performing Arts Company, and as a member of the President's Club and of its Steering Committee, and it is further acknowledged that he and his wife, Maisie, distinguished themselves as the Chairpersons of the Meadow Brook Executive Committee, and as members of the committee and its Advisory Board; and

WHEREAS Trustee Katke and his wife have given generously of their own personal resources to support many important programs and developments at the University, including the donation of funds for the construction of the Katke-Cousins Golf Course, the establishment of fellowships, and for the operation of the Meadow Brook Festival and Theatre; and

WHEREAS it is hereby acknowledged that Trustee Katke at all times willingly and graciously accepted all of the duties asked of him as a Trustee recognizing the important stewardship this position entailed; and

WHEREAS the Board regretfully understands that personal commitments and the absence from the State during the winter months have caused him to submit his resignation; and

WHEREAS the Board takes solace and comfort in the fact that Trustee Katke has stated that he shall maintain his interest in the University and shall be available when possible for future counsel and service; now therefore be it

RESOLVED by the Board of Trustees of Oakland University, That Trustee Katke be designated as Trustee Emeritus with all of the attendant rights and privileges of this position; and be it further

RESOLVED, That a copy of this resolution be forwarded to Trustee Katke to convey the esteem in which he is held by the Board of Trustees and the University community; and be it further

RESOLVED, That the Trustees extend their best wishes to Trustee Katke and his wife for continued happiness and success.

The recommendation was seconded by Mr. Saltzman and adopted by unanimous consent. Chairman Headlee presented Mr. Katke with a copy of the resolution. A standing ovation was given to Mr. Katke by the Trustees and the audience.

Mr. Katke thanked the Board for its high praise and said his wife would also appreciate this honor. He said he had enjoyed his 12 years of service on the Board with its "mighty fine people and the mighty fine folks in the administration". He noted that he is away from the State for 5 months a year and that being available for Board meetings at times presented a problem. He indicated that he had resigned because he felt very strongly and sincerely that when a person accepts the responsibilities of a trustee, every effort should be made to attend meetings. Mr. Katke offered the suggestion that firm Board meeting schedules be set, and he urged the Trustees to make sure a quorum was available. Mr. Katke noted that when he was a member of the Presidential Selection Committee to choose a successor to Donald D. O'Dowd, he felt very concerned about bringing in anyone from outside of Michigan because of the serious economic conditions in the State. He said Joe Champagne has stepped up to the job and demonstrated his leadership abilities. He added that President Champagne has accepted the problems caused by the State's economic emergency and has tried to do something about this condition. Mr. Katke said that while some individuals may be hurt by the decisions that have to be made because of the shortage of funds, he felt that in the "long run President Champagne was the definite leader of this University". Mr. Katke concluded that the President had "100 percent" of his support.

Vigorous applause followed Mr. Katke's remarks.

Chairman Headlee praised Mr. Katke for his consistent, classic examples of leadership and integrity. He then quoted the following: "For high and low there's but one test, 'tis that each shall do his best". He added that Mr. Katke had certainly set a fine example.

Approval of Board Meeting Dates Through June 1983

In accordance with the Michigan Open Meetings Act which requires the publication of the dates for each calendar or fiscal year, Chairman Headlee requested the Board's approval of the following schedule of the Board meeting dates for the 1982-83 fiscal year (July 1982 through June 1983):

It is recommended that the Board of Trustees approve the following dates for the regular Board meetings for the University fiscal year 1982-83 to be held at 7:30 p.m. in the Oakland Center, Oakland University, Rochester, Michigan:

Wednesday - July 21, 1982
Wednesday - August 18, 1982
Wednesday - September 22, 1982
Wednesday - October 20, 1982
Wednesday - November 17, 1982
Wednesday - December 15, 1982
Wednesday - January 19, 1983
Wednesday - February 16, 1983
Wednesday - March 16, 1983
Wednesday - April 20, 1983
Wednesday - May 18, 1983
Wednesday - June 15, 1983

Mrs. Hartmann moved that the recommendation be approved. Mr. Sims seconded the motion which was voted on and approved by all of the Trustees present.

Acceptance of Gifts and Grants

Chairman Headlee requested the Board's acceptance of the gifts and grants totaling \$551,697.50. (A copy of the complete list of gifts and grants is on file in the Office of the Secretary to the Board of Trustees and the Office of the Vice President for Developmental Affairs.) Chairman Headlee requested that Mr. Robert W. Swanson, Vice President for Developmental Affairs, comment on this month's gifts and grants.

Mr. Swanson called the Board's attention to the \$5,000 gift from Mrs. Brooks Barron for the Meadow Brook Art Gallery. Mr. Swanson stated that including this month's contribution, Mr. and Mrs. Barron have donated \$20,000 toward commissioning an outdoor sculpture which ultimately will be brought to the Board's University and Development

Committee as a proposal and then to the Board for approval. In addition, Mr. Swanson stated that the fund drive for the 1982 Meadow Brook Festival/Theatre was under way and "on target". Approximately \$120,000 of the \$240,000 goal has been achieved. He noted that season ticket sales are just slightly over last year; that single ticket sales are up about 20 percent over last year. In addition, he announced that the President's Club membership was up to 447 members.

Mrs. Hartmann moved that the gifts and grants be accepted with gratitude. Mr. Mair seconded the motion which was voted on and approved by all of the Trustees present.

President Joseph E. Champagne also thanked Trustees Handleman, Mair and Sims for their contributions this month.

Approval of Personnel Actions

Chairman Headlee requested approval of the following faculty personnel actions which were previously submitted to the Board members:

Appointments

Bliss, Frank W., Adjunct Assistant Professor of
Engineering, effective August 15, 1982, through
August 14, 1984

Feingold, Marcia, Instructor in Mathematical Sciences,
effective August 15, 1982

McEwan, Susan E., Adjunct Clinical Instructor in
Nursing, effective August 15, 1982, through
August 14, 1984

Tracy, Ronald L., Assistant Professor of Economics,
effective August 15, 1982

Wasserman, Elaine L., Adjunct Clinical Instructor
in Nursing, effective August 15, 1982, through
August 14, 1984

Change of Status

Barnes, Carl F., from Professor of Art and Art History
to Professor of Art and Art History and Acting
Chair, Department of Art and Art History,
effective September 1, 1982, through December 18, 1982

Leaves of Absence

Beardman, John L., Associate Professor of Studio Art, sabbatical leave from September 1, 1982, through December 18, 1982

Burdick, Harvey, Professor of Psychology, sabbatical leave from September 1, 1982, through April 23, 1983

Cameron, John B., Professor of Art and Art History and Chair, Department of Art and Art History, sabbatical leave from September 1, 1982, through December 18, 1982

Clarke, Pamela, Assistant Professor of Nursing, leave from September 1, 1982, through April 23, 1983

Doane, David P., Associate Professor of Economics and Management, sabbatical leave from September 1, 1982, through December 18, 1982

Edgerton, Robert H., Associate Professor of Engineering, sabbatical leave from September 1, 1982, through April 23, 1983

Fitzsimmons, Thomas, Professor of English, sabbatical leave from September 1, 1982, through December 18, 1982

Hughes, James W., Professor of Education, leave from September 1, 1981, through August 14, 1982. Supersedes previous Board action of October 18, 1981.

Hung, Yau Y., Associate Professor of Engineering, sabbatical leave from September 1, 1982, through April 23, 1983

Kurzman, Margaret, Special Instructor in Rhetoric, leave from January 4, 1982, through August 14, 1982. Sick leave. Supersedes previous Board action of February 17, 1982.

Moorhouse, William F., Professor of Education, sabbatical leave from September 1, 1982, through December 18, 1982

Orton, Lawrence D., Associate Professor of History, sabbatical leave from January 3, 1983, through April 23, 1983

Leaves of Absence (Continued)

Otto, Mary L., Associate Professor of Education,
sabbatical leave from September 1, 1982,
through April 23, 1983

Schwartz, Nathan H., Assistant Professor of Political
Science, leave from September 1, 1982, through
April 23, 1983. Supersedes previous Board action
of May 6, 1982. (Mr. Schwartz has withdrawn his
sabbatical leave request.)

Mr. Sims moved that the faculty personnel actions be
approved. Mr. Handleman seconded the motion.

Chairman Headlee requested that Mr. Keith R. Kleckner,
Senior Vice President for University Affairs and Provost, explain
the notation, "Supersedes previous Board action of February 17,
1982", in connection with Ms. Margaret Kurzman's personnel action.

Mr. Kleckner stated that this was an extension of her
sick leave.

The motion was voted on and approved by all of the
Trustees present.

Chairman Headlee then presented the following recommenda-
tion from the Employee Relations Department:

Request for Career Development LeaveDivision of Student and Urban AffairsResidence Halls

A career development leave has been requested
for Margaret A. Chapa, Assistant Director of
Residence Halls. Ms. Chapa's professional
activities will include participating in a
training program designed to refine team-
building skills, participating in a seminar
for women in higher education management,
and taking a course in higher education at the
University of Michigan. The leave will be
effective May 15, 1982, through August 15, 1982.
This request is consistent with applicable
policy and is reported for the Board's approval.

Mr. Saltzman moved that the recommendation be approved. Mrs. Hartmann seconded the motion which was voted on and approved by all of the Trustees present.

Approval of Appointment of Department Chairs

As information previously presented to the Trustees stated, department chairs are appointed for three-year, renewable terms. Before recommending the appointment of a department chair, the appropriate dean or director must consult with both tenured and non-tenured faculty members in the department. As a result of this process, Chairman Headlee requested the Board's approval of the following recommendations:

1. Recommended appointments to three-year terms--August 15, 1982, through August 14, 1985--as department chairs:

<u>Department</u>	<u>Name</u>	<u>Term</u>
English	Robert T. Eberwein	1st
Linguistics	William Schwab	5th
Modern Languages & Literatures	W. David Jaymes	1st*
Music	David W. Daniels	1st
Philosophy	Richard J. Burke	5th

Mr. Mair moved that the foregoing recommendations be approved. Mr. Handleman seconded the motion which was voted on and approved by all of the Trustees present.

2. Recommended for a one-year extension of his current term, effective August 15, 1982:

<u>Department</u>	<u>Name</u>
Sociology/ Anthropology	Peter J. Bertocci

(Professor Bertocci has been on a full-year leave-of-absence, commencing August 15, 1981. This action provides him with a three-year term of office.)

*Professor Jaymes' term is to be effective April 26, 1982, due to resignation of previous chair of this department.

Mrs. Hartmann moved that the recommendation be approved. Mr. Handleman seconded the motion which was voted on and approved by all of the Trustees present.

Approval of the Implementation of Job Content Evaluation and Salary Plan for Administrative-Professional Positions

The Board of Trustees some time ago directed the administration to conduct a structured job evaluation and classification system for its administrative and professional employees. The study has now been accomplished and each Trustee has been furnished with a complete copy of the report.

As a result of the study, Chairman Headlee requested the Board's approval of the following recommendations:

1. The Hay Associates Job Content Evaluation and Salary Plan for Administrative and Professional Positions dated April 1982 be received.
2. The Hay Associates recommended system methodology be adopted effective July 1, 1982.
3. Section VII of the report be adopted effective July 1, 1982 with the following modifications:
 - a. Salaries above the maximum will gradually be brought into the respective ranges, but shall not be immediately frozen, and
 - b. The recommendation regarding an automatic salary increase at the end of the probationary period will not be implemented.
4. Salaries of those employees whose current salary is below the minimum of the new range for their respective position be brought to the minimum of the range effective July 1, 1982.

Mr. Saltzman moved that the recommendation be approved. Mrs. Hartmann seconded the motion.

Chairman Headlee asked if the Personnel Policy Committee had reviewed the report.

Mr. Saltzman stated that the Personnel Policy Committee had met, reviewed the recommendations, and unanimously recommended that the Board adopt the foregoing recommendations. He said it was the committee's judgment that the Hay organization is the "best salary evaluation group in the business for higher education."

The motion was voted on and approved by all of the Trustees present.

Approval of the Bachelor of Science in Engineering Degree

Chairman Headlee requested the Board's approval of the following recommendation:

It is recommended that the Board of Trustees authorize the School of Engineering to redesignate the Bachelor of Science degree as the Bachelor of Science in Engineering for all undergraduate engineering programs other than Engineering Physics.

Mr. Sims moved that the recommendation be approved. Mr. Saltzman seconded the motion which was voted on and approved by all of the Trustees present.

Approval of Redesignation of Undergraduate Management Programs as Majors

Chairman Headlee requested the Board's approval of the following recommendation for the School of Economics and Management:

That the Board approve the change in designation from "Area of Concentration" to "Major" for the programs in Accounting, Finance, Human Resources Management, International Management, Management Information Systems, and Marketing, and approve the new major in Quantitative Methods.

Mr. Riley moved that the recommendation be approved. Mrs. Hartmann seconded the motion which was voted on and approved by all of the Trustees present.

Approval of Change in Purchasing Policy

Chairman Headlee presented the following recommendation for the Board's approval:

It is recommended that the Board of Trustees change its purchasing policy from a requirement of at least three competitive quotations for all orders which exceed \$500 to a requirement of at least three competitive quotations for all orders which exceed \$1,500.

Mrs. Hartmann moved that the recommendation be approved. Mr. Mair seconded the motion.

Mr. Riley moved that the recommendation be amended to "at least three competitive quotations for all orders which exceed \$1,000."

Mr. Headlee stated that unless objected to by the Trustees who had proposed the original motion, the amended motion would be voted on.

Mr. Sims and Mrs. Hartmann asked why the limitation of \$1,000 was proposed.

Mr. Riley responded that he felt increasing the amount from \$500 to \$1,500 was too large an increase.

Mrs. Hartmann pointed out that the \$500 limitation figure had been established in 1973.

Mr. Mair added that the "index" has doubled since that time and that he doubted that there was going to be a decrease in the inflation rate.

Chairman Headlee said he thought it appropriate to change the limitation to \$1,000 for the reason stated by Trustee Riley. He added that the University administration could "see if this limit worked". If it did not, the administration could request a change.

President Joseph E. Champagne noted that the increase was requested because of the paper work involved. However, he was not opposed to trying the \$1,000 limitation, and if problems developed, another request would be brought to the Board.

Mr. Sims asked how the \$500, \$1,000 and \$1,500 limitations compared with other institutions.

Mr. McGarry asked Mr. Ray Harris, Associate Vice President for Administrative Affairs, to respond.

Mr. Harris noted that the University of Michigan had no set amount; Northern Michigan, \$3,000; Wayne, \$2,500; Central, Ferris, Grand Valley and Michigan State, \$1,000; Oakland County had a \$1,500 limitation. He added that, "We can certainly live with \$1,000".

Mr. Mair advised the administration that in the future it should not let so much time elapse before a change is recommended.

The amended motion was voted on and approved by Trustees Handleman, Headlee, Mair, Riley, Saltzman, and Sims. Mrs. Hartmann voted "opposed". There being six affirmative votes, the motion was approved.

Approval of Tuition and General Service Fees Refund Policy

Chairman Headlee presented the following recommendation for the Board's consideration and approval:

RESOLVED, That the University's tuition refund policy be modified to provide:

1. A full refund of tuition and general service fees to all students whose withdrawal notification is received prior to the close of business on the fifth working day following the commencement of University classes each semester (prior to the close of business on the third day of classes each session).
2. A 70 percent refund of tuition and general service fees to all students whose withdrawal notification is received prior to the close of business on the tenth working day following the commencement of University classes each semester (prior to the close of business on the fifth day of classes each session).

3. A 50 percent refund of tuition and general service fees to all students whose withdrawal notification is received prior to the close of business on the fifteenth working day following the commencement of University classes each semester (prior to the close of business on the eighth day of classes each session).
4. No additional refund to students whose withdrawal notification is received after the close of business on the fifteenth working day following the commencement of University classes each semester (after the close of business on the eighth day of classes each session).

Chairman Headlee noted that the Trustees had an opportunity to review the rationale for the recommendation. Oakland University currently provides a partial refund of tuition and general service fees to students who officially reduce their credit load through withdrawal from courses after the close of business on the first full day of classes each semester or session. Thereafter, refunds are based on a graduated scale which reaches zero at approximately the midpoint of the semester or session. In comparison to other universities both in-state and nationally, Oakland University's current refund period of seven weeks is excessively long while punitive at its beginning. The proposed recommendation provides students with more flexibility during the first week of classes when adjustments are indicated. After the first week has passed, students are expected to be fully enrolled in courses they plan to complete and the need for extensive refund opportunities has considerably lessened.

President Champagne added that the proposal provided additional time for students to make decisions.

Mr. Sims asked if provisions were made for students who encountered unusual circumstances.

Mr. Keith R. Kleckner, Senior Vice President for University Affairs and Provost, responded that there were such provisions. As an example, if students were hospitalized and had to withdraw, or if students were asked to leave by Oakland University, a full refund could be provided.

The motion to approve the recommendation was voted on and approved by all of the Trustees present.

Approval of Interim Budget for 1982-1983

The Trustees were informed that due to the uncertainty of the State appropriation for 1982-83, the presentation of the General Fund budget to the Board of Trustees will be delayed until after the beginning of the fiscal year (July 1, 1982). Therefore, it will be necessary to operate on an interim budget until such times as a formal 1982-83 budget is adopted. It is proposed that the 1981-82 budget be continued into 1982-83 as an interim budget. A 1982-83 budget will be prepared and submitted to the Board of Trustees at a subsequent meeting.

Chairman Headlee presented the following recommendation for the Board's approval:

It is recommended that the Board of Trustees authorize a continuation General Fund budget for 1982-83 at the level of the 1981-82 budget adjusted for appropriation reductions, until such time as a 1982-83 budget is adopted.

President Champagne added that the Audit and Finance Committee of the Board of Trustees had reviewed this matter and concurred with the recommendation.

The motion was voted on and approved by all of the Trustees present.

Report by Board of Trustees Personnel Policy Committee--
Review of President

Chairman Headlee recognized Mr. Saltzman.

Mr. Saltzman stated that as Chairman of the Personnel Policy Committee of the Board, he wished to report that the committee conducted an extensive review of the first year's performance of President Joseph E. Champagne in accordance with the agreement made with him when he assumed the presidency. In the committee's opinion, the President has rendered an outstanding performance. He added that he believed the University is fortunate in having President Champagne's services. Therefore, in order to reward the energetic and very effective accomplishments of President Champagne, he recommended that the President's salary be increased 10 percent above his present salary level.

Mrs. Hartmann seconded the recommendation.

Mr. Riley asked when the raise was to become effective.

Mr. Saltzman responded, "July 1, 1982".

Mr. Riley asked if this should be tied into the 1982-83 budget.

Mr. Saltzman responded that in his opinion this was not necessary at this time.

The motion was voted on and approved by Trustees Handleman, Hartmann, Headlee, Mair, Riley and Saltzman. Trustee Sims abstained. Since there were six affirmative votes, the motion was approved.

Mrs. Hartmann stated that the Trustees had looked "long and hard" for a good president, and added, "I think we have found one." She felt he should be rewarded for his intelligent, loyal and insightful thinking. She commented that he is a very frugal man and that he works long and hard. He has spent a great deal of time "building bridges" between the University and the community, and she thought the evidence indicated that he kept Oakland University uppermost in his mind. Mrs. Hartmann said she believed Oakland University was fortunate to have President Champagne, and hoped that "he would stay 20 years". She added that Oakland University needs the dedication and expertise of a leader like "Joe Champagne who is a devoted family man".

Mr. Sims said the reason he did not vote on the salary increase for the President was not because he had any reservations about the President's performance, but primarily because it was not a regular agenda item and he was unfamiliar with the results of the Personnel Policy Committee's findings and its intention to propose an increase in salary.

Mr. Handleman stated that he was a member of the Personnel Policy Committee and in reviewing the salaries of the 13 presidents of other colleges and universities in the State of Michigan President Champagne was underpaid. As a matter of fact, he was number 9 on the scale, and the 10 percent increase would bring his salary up to a level comparable with other presidents of similar universities.

Chairman Headlee thanked the committee for its report.

President's Report

Chairman Headlee called upon President Champagne for his report to the Board.

President Champagne read the following statement:

"I feel compelled to make a few personal statements which I think are warranted at this time. First, let me reemphasize my appreciation for your strong vote of confidence this evening. I believe we are making great progress at Oakland University despite declining financial resources. I do not feel that we are in 'steady state' in our pursuit of excellence and educational relevance to these challenging and changing times. I believe we as a University community are acting responsibly and in the direction of what you as public trustees expect of us.

"In that connection, I wish to inform you that it is my intention not to accept the increased salary payments you have approved for me at this time. I feel that in the spirit of the harsh economic times we face, coupled with budgetary uncertainties and rising student tuition and fees, it is not in the institution's best interest for its President to accept at this time increased salary payments.

"These are difficult times in the State of Michigan and some in the public are questioning various agencies of government, be they legislative or executive. We cannot take our livelihoods or our futures for granted. We must earn the public trust, and unless we do, our institutions will continue to suffer serious declines in resources.

"We fully recognize that the uncertainty of the times has brought about great anxieties among employees of all agencies of government, not just at Oakland University. We would hope, however, that at Oakland University we could rise above these anxieties by continuing to work together toward a common objective of providing our students and our surrounding community the best possible educational resources available. Our energy should be directed to that end so that we might retain the strong public trust that this great University

has earned over the years. We have a magnificent University staffed with dedicated and hard working personnel. I hope that in these times in which all of us are coping with uncertainty, we may work together to achieve our common objective to improve the quality of lives of our students and our community.

"We can take great pride in our University, even in these stormy times. We have taken our public stewardship seriously and will continue to do so. We have begun to move the University in new directions and provided new emphasis for the future. The response of the public to these added dimensions at Oakland University has been very positive and reinforces our commitment to follow these patterns and directions with even greater vigor.

"However, we must continue to guard against complacency in our efforts to be excellent on the one hand and efficient and frugal on the other hand. We must budget ourselves responsibly and live within the resources made available to us. And if we do these things and continue to act responsibly as a public institution, we will enhance our public trust and achieve our desired goals and aspirations with deliberateness and expedience. But this implies that we continue to manifest internal responsibility and conduct ourselves as a mature institution worthy of the public trust and the public's investment in our future. We are making progress and will continue to do so in an even more accelerated manner. But this continued success will come only from a resolve to work together to achieve our common purpose. It will only come about if all of us put our maximum effort into our work and devote ourselves to the unending task of providing for a quality institution. No task is too small or insignificant; each fits integrally into a fine organizational mosaic, and therefore each assignment must be carried out with zeal, motivation, and quality. These are characteristics of Oakland University employees. In these highly unstable times filled with uncertainty, we must never slip backward in our quest to maintain our recognized position of excellence in higher education."

Chairman Headlee thanked the President for his report.

The President's remarks were applauded.

Mr. Mair agreed with the comments of the Trustees praising the President, but said he did not agree with the President in rejecting the increase even though he could understand his feeling. Mr. Mair said it is important to "keep strong, good leadership and that budgets for good leadership should be stretched."

Chairman Headlee stated that the actions at this evening's meeting demonstrated the Board's respect for the President and the Board's intention to follow through on its commitment in recognizing his performance. He added that President Champagne has "lived up to all of the qualities expected by the Board", and that his actions "each day and today have demonstrated" the fine judgment the Board had in recognizing his statesmanship and leadership. Chairman Headlee stated that he continued to admire President Champagne. Chairman Headlee added that he looked forward to the day when the State's economy was such that the President could be paid "handsomely".

The meeting was adjourned at 8:10 p.m.

Approved,

John De Carlo, Secretary
Board of Trustees

Richard H. Headlee, Chairman
Board of Trustees

Date _____