TRUSTEES OF
THE UNIVERSITY OF PENNSYLVANIA
MINUTES OF THE STATED MEETING
9 June 1978

A meeting of the Trustees of the University of Pennsylvania was held at the University at 2:00 p.m. on 9 June 1978. Those attending included: David Auten, Esq.; Samuel H. Ballam, Jr.; Julian S. Bers; Orville H. Bullitt; I. W. Burnham, II; Howard Butcher, III; Henry M. Chaoe, II; Gloria Twine Chisum; Robert G. Dunlop; John W. Eckman; H. Samuel Greenawalt, Jr.; Warren S. Griffin; Reginald H. Jones; Carl Kaysen; William Kennedy, III; Ralph Landau; Robert P. Levy; C.B. McCoy; David J. Mahoney; Myron M. Mainthow; Margaret R. Mainwaring; John A. Mayer; Paul F. Miller, Jr.; William D. Patterson; Donald T. Regan (chairman); Nina Robinson; Ralph S. Saul; Bernard G. Segal, Esq.; Wesley A. Stanger, Jr.; Sarkes Tarzian; Robert L. Trecsher; Jacqueline G. Wexler; Morton H. Wilner, Esq.; Charles S. Wolf; John H. Ware; Marilyn Ackerman; Curtis Barns; C.A. Brest; Stephen R. Rurhank, Esq.; Stuart H. Carroll; Diane Cole; James Evans; William Fitts; James O. Freedman; Paul O. Gaddis; Ferdinand A. Geiger; William Richard Gordon; John N. Hobstetter; Michel Huber; Ronald Hurt; J. Jerrold Jackson; Eric Jacobs; Stanley Johnson; D. Bruce Johnstone; Irving Kravis; Edwin M. Ledwell; Harold E. Manley; Patricia A. McFate; Martin Meyerson; Michael Neiditch; William G. Owen; Charles Price; Gerard L. Robinson; Arnold Rosoff; Fred A. Shabel; Donald T. Sheehan; Eloit Stellar; Edward J. Stemmler; Jon C. Strauss; and Janis I. Somerville (secretary).

I. Call to Order

Mr. Regan called the meeting to order and called upon Reverend Stanley Johnson who gave the invocation.

A. Minutes

Action: The minutes of the meeting of 13 January 1978 were approved as distributed.

II. Chairman's Report

A. Secretary

Ms. Somerville reported that the election of young alumni has been completed and that the graduate young alumni has been elected Young Alumni Trustees.

Ann E. Kelley and Nina Robinson
Elected Young Alumni Trustees

Secretary
alumni trustee is Ms. Nina Robinson and the undergraduate young alumni trustee is Ms. Ann Elizabeth Kelley.

III. President's Report

A. President

Mr. Meyerson briefly noted the status of events in several areas. In light of Dr. Stellar's resignation from the Provostship effective the end of the fall term 1978, a search committee is being established. He also reported that as an outgrowth of the events of the spring, a panel of the faculty has been set up recently to meet with the president and provost and review administrative concerns.

In the area of finances, Mr. Meyerson reported that the House and Senate have passed an appropriation bill for FY '79 which includes for the University of Pennsylvania the restoration of the $1.2 million for veterinary medicine which the governor bluepenciled for FY '78. Mr. Meyerson concluded his general comments with expression of his pleasure that the Campaign for the Eighties is gaining momentum and that the University has been fortunate in receiving additional foundation grants, a notable major item being the $4 million received by the School of Public and Urban Policy.

B. Provost

1. Comments

Dr. Stellar opened his remarks by paying special tribute to Dr. John Hobstetter who will be leaving his administrative post as Associate Provost 30 June 1978. Dr. Stellar noted the special contributions of Dr. Hobstetter since his appointment in 1967 as Vice President for Research, notably his leadership in the strengthening of the academic appointment process and in the development of the academic planning budget system of the University.

2. Faculty Appointments and Promotions

In reviewing the appointments and promotions being proposed Dr. Stellar drew special attention to each of the tenure appointments and indicated that they are in keeping with the 5-year tenure plans of the respective schools.
He also reported that Dr. Patricia McFate will be leaving her post as Vice Provost of the University of Pennsylvania to accept the position of Deputy Director of the National Endowment for the Humanities. He expressed his regret at her departure and in wishing her well on behalf of the administration noted his pleasure to be recommending a two year leave of absence for Dr. McFate from her tenured faculty positions.

Action: The Trustees approved the appointments and promotions approved by the Provost and printed on pages 1-27 of the gray book.

3. Associate Provost Appointment

Dr. Stellar presented the credentials of the individual identified by the search committee and recommended by Dr. Stellar for Associate Provost. Dr. Stellar stressed that the candidate is being presented for a one-year appointment in light of the transition in the Provostship.

Action: The following resolution on appointment of the Associate Provost was approved by the Trustees:

RESOLVED, That Professor James O. Freedman be appointed Associate Provost to serve at the pleasure of the President for a term of one year, this appointment to be effective July 1, 1978.

4. Resolution on Appointment to Associate Professor without tenure

Action: The resolution on appointment to Associate Professor without tenure which has been recommended by the Provost and the faculty was approved by the Trustees as follows:

WHEREAS from time to time an Assistant Professor serving in tenure-probationary status in the Standing Faculty of the University is deemed to merit promotion to the rank of Associate Professor, but the University is not then prepared, either on academic or financial grounds, to commit a tenured position to the faculty member;

BE IT THEREFORE RESOLVED, that whenever a Faculty has adopted appropriate authorizing resolutions which have been duly approved by the Faculty Senate and the Provost, promotion may be made from within the Standing Faculty to the rank of Associate Professor without tenure provided that:

Secretary
i. tenure probationary service in the rank of Associate Professor does not exceed five years, and

ii. the total tenure probationary service in all ranks does not exceed the probationary period for that faculty member had he or she remained in the rank of Assistant Professor.

5. Admissions Report

Dr. McFate reported on the status of the admissions for the undergraduate class entering in fall 1978. The target class size was 1935. Estimated actual enrollment is now 2035, the increase following in large measure from higher than anticipated yields in the School of Engineering and Applied Science and the Faculty of Arts and Sciences. The number of transfer students enrolled for Fall 1978 is expected to meet the target of 515. Dr. McFate noted that in both the transfer and freshmen categories the quality indicators are projected to meet or excel those of this year.

Elaborating on some of the additional characteristics of the entering class, Dr. McFate reported that Wharton is the most competitive of the undergraduate schools in that Wharton admitted only 37% of the applicants compared to an average of 50% across the other schools. The percentage of women is up to 38%. In some schools the increase represents a striking gain in recent years. For example, the percentage of women admitted in the entering class of 1970 was 7%, in 1978 it is 25%; for engineering it was 3.5% in 1970 and is 16% in 1978. Minority students comprise 11% of the 1978 class and 130 students have been accepted as Benjamin Franklin scholars. These students have graduated in the top 1-2% of their high school classes and have combined (math and verbal) scholastic aptitude scores of 710.

In concluding her report, Dr. McFate moved from the statistical summary to a brief biographical sketch of each of four entering students.

B. General Counsel

Mr. Burbank reported that the pending sex discrimination lawsuit has been resolved in a manner that is fair to both the individual and the University.

IV. Reports of Committees of the Trustees

Secretary
A. Finance and Operations Committee

Mr. Chance presented several resolutions on behalf of the committee:

1. Resolution on Guaranteed Student Loans

Action: The Trustees approved the resolution as follows:

WHEREAS, The Executive Board on May 12, 1977 authorized the granting of Federally Insured Student Loans up to a total of $6,500,000 outstanding at any time; and

WHEREAS, the University is now eligible to make similar student loans guaranteed by the Pennsylvania Higher Education Assistance Agency; and

WHEREAS, the Executive Board has previously approved adequate lines of credit to supply funds for such loans; and

WHEREAS, the need for such loans is becoming more critical as a factor in the University's total student aid program; Therefore be it

RESOLVED, That the previous authority granted to make Federally Insured Student Loans and to establish lines of credit to supply funds for such loans shall apply to loans guaranteed by the Pennsylvania Higher Education Assistance Agency as well as to loans guaranteed by the Federal Government; and be it further

RESOLVED, That the total amount of all guaranteed loans outstanding at any time may not exceed $7,000,000.

2. Resolution on Pennsylvania Higher Education Facilities Authority Project Engineer

Action: The Trustees approved the resolution as follows:

RESOLVED, That Arthur R. Freedman be and he hereby is discharged as Project Engineer under the lease dated as of August 1, 1968, from Pennsylvania Higher Educational Facilities Authority to The Trustees of the University of Pennsylvania, effective as of the close of business this day; and be it further

RESOLVED, That, effective on the opening of business on the day following this date, Paul Greenberg be and he hereby is appointed Project Engineer under said lease.

3. Resolution on Amendment to Benefit Formula Under Retirement Allowance Plan

WHEREAS, effective as of July 1, 1947, The Trustees of the University of Pennsylvania adopted a Retirement Allowance Plan (the "Plan"), under which pension benefits are provided for certain employees of the University of Pennsylvania (the "University") and of the Hospital of the University of Pennsylvania ("HUP"); and

Secretary
WHEREAS, the Plan presently provides a pension benefit for a Member of the Plan equivalent to 1.5% of the Member's base earnings during each year of his working career, which is known as a "career earnings" type of benefit formula; and

WHEREAS, the Personnel Benefits Committee, with the approval of the Executive Director for Personnel Relations and the President, has recommended that the Plan be amended effective as of July 1, 1978, to provide a pension benefit for Members of the Plan who are employees of the University equivalent to 1.25% of the Member's average annual compensation for the five years during which the Member received the highest compensation from the University, multiplied by his years of service, and also to provide a survivor benefit for the eligible surviving spouse of a Member who dies after attaining age 55 and having completed 10 years of service; and

WHEREAS, HUP has recommended that the benefit formula for Members of the Plan who are employees of HUP be amended, effective as of July 1, 1978, to provide a pension benefit equivalent to 1.25% of a Member's average annual compensation for the 10 years during which he received the highest compensation from HUP, and to provide for such benefits under a separate plan document covering employees of HUP, which plan is to include former employees of HUP now receiving pension benefits under an unfunded plan administered by HUP, which a minimum pension benefit of $110 per month;

WHEREAS, this Board desires to approve the change in benefit formula for employees of the University and HUP as so recommended, provided that the change shall not result in a reduction of any pension benefit accrued as of June 30, 1978;

NOW, THEREFORE, BE IT RESOLVED, that the Retirement Allowance Plan of the University of Pennsylvania be amended, effective as of July 1, 1978, so as to provide a benefit for members of the Plan who are employees of the University equal to 1.25% of a Member's average annual compensation for the five years during which he received the highest compensation from the University, multiplied by the Member's years of service with the University, and to provide a survivor benefit (accrued as of the date of death provided that the eligibility requirement for such benefits have been satisfied) for the eligible surviving spouse of a Member who dies after attaining age 55 and having completed 10 years of service; and

FURTHER RESOLVED, that the Plan be further amended, effective as of July 1, 1978, to provide a pension benefit for Members of the Plan who are employees of HUP equivalent to 1.25% of a Member's average annual compensation for the 10 years during which the Member received the highest compensation from HUP, such benefits to be provided under a separate plan document covering only employees of HUP as described above; and

FURTHER RESOLVED, that the Executive Director of Personnel Relations is hereby authorized, on behalf of this Board, to execute the necessary amendments to the Plan to carry out the aforesaid resolutions and to make such other administrative modifications to the Plan as he deems necessary or desirable; and

SECRETARY
FURTHER RESOLVED, that the Executive Director of Personnel Relations is further authorized to submit the aforesaid amendments to the Plan to the Internal Revenue Service, and to such other governmental agencies as may be required, in order to obtain the approval of such governmental agencies, and to take such further action as may be required to assure that the Plan remains a qualified Plan under the Internal Revenue Code and meets the requirements of the Employees Retirement Income Security Act of 1974 ("ERISA").

4. Resolution on Proposed Non-Profit Corporation for Risk Management

Action: The Trustees approved the resolution as follows:

WHEREAS, counsel for the teaching hospitals of Pennsylvania, including the General Counsel of the University, have been meeting for more than two years to discuss problems raised by the Health Care Services Malpractice Act of 1975 (ACT 111) and its implementing regulations; and

WHEREAS, this group of counsel has recommended the formation of a non-profit corporation for the development and monitoring of risk management standards, to be called the Pennsylvania Risk Management Standards Advisory Board, Inc.; and

WHEREAS, the University's General Counsel recommends that the University become an incorporator of the proposed corporation; Therefore be it

RESOLVED, That the University of Pennsylvania be and hereby is authorized to become an incorporator of the Pennsylvania Risk Management Standards Advisory Board, Inc., a Pennsylvania non-profit corporation; and be it

FURTHER RESOLVED, That the sum of $2,500 be advanced from University General Fund to the Pennsylvania Risk Management Standards Advisory Board, Inc. for the initial year's start-up and operational expenses on such terms as the General Counsel and Treasurer shall agree.

B. Development Operating Committee

Mr. Eckman, referring to the Campaign progress report, stated that as of June 6 pledges to the campaign totaled $145 million or 57% of the goal. This represents an increase of $10 million since the January report. He anticipates that the total will reach $150 million by the end of June. This represents approximately 60% of the goal in 60% of the allotted time period. Noting that this performance compares favorably with the Stanford and MIT capital campaigns, he stressed that this suggests the remaining 40% can be attained. (Unlike the practice at MIT and Stanford, Pennsylvania does not include its Annual Giving base of $3 million in its campaign income.)

In approaching the task ahead, Mr. Eckman stated
that it is necessary to focus on two constituencies for which the campaign is not on target - foundations and individuals. In all other areas progress is very good. One highlight is the success of the campus drive which, under the leadership of Dr. Charles Price, already has exceeded its initial goal. Mr. Eckman expressed the appreciation of the Trustees to Dr. Price and introduced Dr. William T. Pitts, the new chairman succeeding Dr. Price who retired this Spring.

In concluding his report, Mr. Eckman commented that Annual Giving is $474,000 above the total received last year at this time.

C. Select Committee on the Budget

Mr. Regan stated that the Trustees had reviewed the FY '79 budget at a meeting earlier in the day and called upon Dr. Strauss to present it for approval of the Trustees.

Action: The Trustees approved the operation budget for 1978-79 as printed and distributed to all Trustees present (copy on file with the minutes in the Office of the Secretary).

D. Alumni Affairs Committee

Mr. Auten distributed an information sheet which presented a statistical summary of the first year results of the work of the Alumni Admissions Council directed by Dr. Mickey Neiditch. (Copy on file with the minutes in the Office of the Secretary.) The highlights of an excellent first year include the fact that the percentage of alumni children admitted who actually matriculated increased from 49% last year to 61% in one year. 15% of this year's entering class will be children or grandchildren of alumni.

In commenting upon other aspects of the alumni programs, Mr. Auten noted that the omnibus mailing of the alumni office received a national award of the Association of Alumni Directors for a non-fundraising direct mailing. The Alumni program on China held at the University in which the Honorable Thomas S. Gates, Jr. and Robert L. Trescher, Esq. participated was received as one of the best of the history of the programs.
In concluding his report, Mr. Auten expressed special recognition on behalf of the alumni society for the service of three alumni trustees whose term is ending - Warren S. Griffin, Anthony S. Minisi, Esq; and Margaret R. Mainwaring. Mr. Regan joined Mr. Auten in extending appreciation on behalf of the Trustees and presented a resolution of tribute.

Action: The resolution of tribute to alumni trustees completing their terms was approved as follows:

RESOLVED, that the Trustees of the University of Pennsylvania, on behalf of themselves and of the students, faculty, alumni, and staff of the University, express deepest thanks to their Trustee colleagues Warren S. Griffin, Margaret (Peggy) R. Mainwaring, and Anthony (Skip) S. Minisi for their outstanding service as Alumni Trustees. We shall miss their many contributions to the work of the Trustees, but we look forward to their continued devotion, support, and wisdom in service of the University of Pennsylvania.

E. Sub-committee on Recreation and Athletics

Mr. Levy reported that on Thursday, June 8, the committee held its first meeting since ice hockey was dropped as an intercollegiate sport. He stated that the committee is very supportive of Mr. Geiger and is deeply concerned about the erosion of the intercollegiate athletic program. A strength of Pennsylvania, in the committee's assessment, has been the broad based intercollegiate program in some 30 sports. Continued budget curtailment could reduce this to 10-12 in the next 5 years. With these concerns in mind, the committee intends to meet with the administration and Executive Board members to discuss plans for continued, strong support of athletics.

Mr. Meyerson responded concurring with the assessment of the seriousness of the issue and expressing his appreciation for the work of Mr. Levy and his colleagues on the committee. He then commented briefly on the range of alternatives including moving to club sport approach in some areas which may be discussed in developing a plan for the future.

F. Investment Board

Mr. Stanger reported that as of 31 May 1978 the Associated Investments Fund (AIF) was $114.5 million on $181.40 per share. In evaluating the performance...
of the AIF with investments of comparable institutions, Mr. Stanger noted that the National Association of College and University Business Officers (NACUBO) conducts an annual survey on endowment performance. Pennsylvania is included in the class of institutions with endowment of $50 million or over. Compared on the basis of total return, three years ago Pennsylvania ranked 20 of 32 institutions. Last year Pennsylvania was 2 of 42.

Following his report on investment activities, Mr. Stanger presented the annual resolution on election of members of the Investment Board.

Action: The Trustees approved the resolution on election of members of the Investment Board for 1978-79 as follows:

RESOLVED, That the following persons be elected as members of the Investment Board of The Trustees of the University of Pennsylvania and simultaneously therewith appointed as the Board of Directors of Franklin Investment Company, a Pennsylvania non-profit corporation, for a term of one year and until their successors are elected or appointed and qualified:

Wesley A. Stanger, Jr., Chairman
Gustave G. Amsterdam, Esq.
Julian S. Bers
Henry M. Chance, II
Samuel M. V. Hamilton
Adolph B. Kurz
Paul F. Miller, Jr., ex officio
Wm. Richard Gordon, Secretary.

FURTHER RESOLVED, That the foregoing action shall constitute the 1978 annual meeting of the members of Franklin Investment Company.

G. Ad Hoc Sub-committee on Electronic Communications

Mr. Wilner reported that the recent committee meeting had been devoted primarily to consideration of the status of the FCC deliberations regarding WXPN. Although the FCC has not issued a final opinion, indications are that it is likely they will focus on the lack of control issue and deny the license, but will not prohibit the University from re-applying.

In terms of developments in the operations of WXPN, Mr. Wilner indicated that the Committee finds current programming to be very good and the quality of the staff for the coming year very able. He added that the committee is pleased with the efforts of the station and the administration in the effort to wire the campus to make
programming resources more accessible.

H. Educational Policy Committee

Dr. Kaysen reported that many of the Trustees had been present for the meeting of the Educational Policy Committee at which the topic under consideration was the allocation of resources among and within schools. The Deans of the Schools of Medicine and of Engineering and Applied Science and of the Wharton School gave a brief review of their January presentations on academic planning and evaluation in their faculties. This was followed by an additional report from Dean Gregorian on academic planning in the Faculty of Arts and Sciences. Among the topics of interest brought out in discussion are the opportunities for joint programs among schools.

I. Honorary Degrees Committee

Mr. Segal presented the formal report entering in the record the actions of the Honorary Degrees Committee, acting under a mandamus of the Trustees in selecting recipients for honorary degrees. Honorary degrees were awarded on three occasions: Baccalaureate, Dental Convocation, and Commencement.

Honorary Degrees were conferred upon:

University Commencement, 22 May 1978

Julius Hiram Comroe, Jr. A.B., 1931; M.D., 1934
Morris Herzstein Professor of Biology and Professor of Physiology
University of California at San Francisco Medical Center

Pierre Emmanuel
President
Institut National de l'Audiovisuel

Hans Frauenfelder
Professor of Physics
University of Illinois

Patricia Roberts Harris
Secretary
Department of Housing and Urban Development

Theodore Martin Hesburgh
President
University of Notre Dame

Doctor of Science
Doctor of Humane Letters
Doctor of Science
Doctor of Laws
Doctor of Laws

SECRETARY
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<th>Name</th>
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<tr>
<td>Hans Frauenfelder</td>
<td>Professor of Physics Doctor of Science</td>
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<td>Patricia Roberts Harris</td>
<td>Secretary Doctor of Laws</td>
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<td>Theodore Martin Hesburgh</td>
<td>President Doctor of Laws</td>
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<td>Gordon Norton Ray</td>
<td>President Doctor of Humane Letters</td>
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<td>Harold Glendon Scheie</td>
<td>D.Sc., 1940 Doctor of Laws</td>
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<td>John Haines Ware, Ill</td>
<td>BS., 1930 Doctor of Laws</td>
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<td>Lester William Burket</td>
<td>Dean Emeritus Doctor of Science</td>
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<td>Clifton Orrin Dummett</td>
<td>Professor and Chairman Doctor of Science</td>
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<td>Robert Frank</td>
<td>Le Doyen Doctor of Science</td>
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<td>Louis Irwin Grossman</td>
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<td>Wilton Marion Krogman</td>
<td>Professor Emeritus of Anthropology Doctor of Science</td>
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<td>Art Buchwald</td>
<td>Journalist Doctor of Laws</td>
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University Convocation, 5 May 1978

Baccalaureate Service, 21 May 1978
J. Task Force on University Governance

Mr. Miller, as the Trustee member of the recently appointed Task Force on University Governance, reported on the June 8 meeting of the committee with the trustees. He stated that the first charge of the Task Force is to consider the proposal from the student sit-in that students and faculty be represented on the Trustees and to review the status of implementation of the 1970 recommendations of the previous task force on governance.

As a second part of its charge, the Task Force will consider the impact on governance processes as affected by the need to respond to a shrinking resource base.

A preliminary draft report of the Task Force on the first aspect of its charge is completed. The Task Force will recommend against appointment of students and faculty as trustees; however, it will call for better communication between these constituencies and the Trustees. Toward that end the report notes that the proposal of the 1970 Task Force that liaison members be appointed to trustee committees was never implemented. Mr. Miller indicated that the members of the current task force respect the need for trustees to meet in executive session but heartily recommend that student and faculty liaison members be appointed to trustee committees, probably from the similar committees of the University Council.

Additional areas in which recommendations will be forthcoming are in expansion of the alumni trustee concept and in codification of procedure for selection of a President.

K. Nominating Committee

1. Election of Chairman

Mr. Dunlop presented the recommendation of Paul F. Miller, Jr. to be the Chairman of the Trustees. He noted that the nomination of Mr. Miller was the unanimous choice of the nominating committee and carries the unanimous endorsement of the Executive Board.
Action: The Trustees elected by acclamation Paul F. Miller, Jr. as Chairman of the Trustees of the University of Pennsylvania.

Mr. Dunlop indicated that the Nominating Committee was not recommending vice chairman (men) at this time, but rather suggests that the Chairman have the opportunity to study the office of the chairman. The current vice chairman may continue to serve at the pleasure of the Trustees until such study is completed. In accepting election as chairman, Mr. Miller expressed his appreciation that Mr. Regan will continue to chair the Development Policy Committee and that Mr. Dunlop has agreed to remain as vice chairman. (The text of Mr. Miller's statement which followed is included with the minutes in the Office of the Secretary.)

2. Election of Term Trustee

Mr. Dunlop presented the recommendation of the Nominating Committee for election of a term trustee.

Action: The trustees approved the resolution on election of a term trustee as follows:

RESOLVED, That Mr. William A. Marquard be appointed a term trustee, effective July, 1978.

3. Resolution of Appreciation

On behalf of the Trustees, Mr. Dunlop introduced a resolution paying tribute to Mr. Regan for his service as chairman.

Action: The resolution of the Trustees in honor of Donald T. Regan was approved as follows:

WHEREAS, Donald T. Regan has served the University of Pennsylvania as parent, Life Trustee, member of the Executive Board, and Chairman, and in these capacities has given the University the fullest measure of devotion, energy, and wisdom; and

WHEREAS, Donald T. Regan has asked to be relieved at this meeting of the duties of the Chairmanship, pledging his continued help and support as a Life Trustee, a member of the Executive Board, and in other ways;

Secretary
THEREFORE BE IT RESOLVED, that the Trustees of the University of Pennsylvania on behalf of themselves and the community of alumni, faculty, students, and staff, express to our colleague, Don Regan, our deepest gratitude for his extraordinary leadership that has left the University both financially and academically stronger, and we look forward to many more years of his devotion to the University, his wise counsel, and his friendship.

V. Closing Remarks

Mr. Regan acknowledged the tribute from his fellow trustees and gave his final report as Chairman (text on file with the minutes in the Office of the Secretary).

Adjourned.

Respectfully submitted,

Janis I. Somerville
Secretary of the Corporation