BOARD ATTENDANCE

Board Members Present:
Denise Frisbee, Jim Harper, Jaime Lim, Karen McKinney, Bob Palmer, David Squire, Harold Williams

EXECUTIVE SESSION

The Board of Directors convened an executive session for Employment of a Public Officer, Labor Negotiations, and Real Property Transactions in accordance with ORS 192.660 (1), (a) (d) (e) at 6:55 PM, adjourning at 7:20 PM.

CALL TO ORDER

Chair Lim called the business meeting to order at 7:40 PM and invited all present to introduce themselves.

APPROVAL OF MINUTES

The January 18, 2007 business meeting minutes were approved as published.

APPROVAL OF THE AGENDA

The Information Session on Goal 6, Community Partnerships was postponed to the April Board Meeting due to illness of presenters. President Pulliams suggested the addition of two information sessions: Legislative Update and Rock Creek Campus Update. The agenda was approved with those modifications.

INFORMATION SESSIONS

1. Rock Creek Campus Update
Dr. Katherine Persson, President, Rock Creek Campus
Dr. Pearson noted that Summer, Fall, and Winter term enrollment is up a total of 107.54 FTE. She provided each Board member a packet that included pictures taken today of a few of the 44 lambs born to 25 ewes this spring and noted that in mid April 12 cows will give birth. All of these animals are part of the veterinary technology
program. Also included in the packet was the spring event calendar for Rock Creek campus. She invited Board members to attend the events. She said Rock Creek Dean of Students, Narce Rodriguez and Reine Thomas, Rock Creek Dean of Instruction are responsible for a majority of the campus’s activities listed on the event calendar, that without their leadership many of those events would not have taken place.

Dr. Persson said many events and activities are occurring at Rock Creek Campus.

- The athletic complex being built in partnership with the Tualatin Hills Park and Recreation Department (THPRD) is progressing as planned. During Spring term another turn lane from Springville Road will be created at the campus entry. The built up area that can be seen as people come onto the campus is where tennis courts, about 300 parking spots, four ball fields, and practice fields will be completed before Fall term. This $11 million complex will generate FTEs and bring more visitors to the campus.
- Another facility at Rock Creek, the Washington County Museum, is planning an expansion that could start as early as May.
- Semana de la Raza that will be held the week of April 16-21 is a multicultural event celebrating the Latino culture. A highlight of the event will be the recognition of an individual or organization chosen to receive the Cesar Chavez Distinguished Service Award.
- A couple of weeks ago the campus hosted its first Preview Day bringing almost 300 high school students from 14 different Oregon school districts as well as neighboring states to see what campus life would be like at the PCC Rock Creek Campus.
- A partnership with OSU Master Gardeners is being considered because when the Capitol Center is sold Master Gardeners will need to be relocated and with the Landscape Design Program it seems logical to move them to Rock Creek.
- The first community choir is in the throes of being created.
- New kennels are planned to be available for use by the Veterinary Technology students Fall term.
- The partnership that began with PSU three years ago is going very well with 88 students attending evening classes on a regular basis that help them earn a bachelors degree in liberal arts.
- The early college program with Beaverton High School and the high school completion program have been very successful.
- The office of International Education is housed at Rock Creek and district wide serves 425 international students from 50 countries.

President Pulliams thanked Dr Persson for her update and acknowledged her accomplishments not only at the campus but also in the community.

**Legislative Update**

Kristin Watkins, Interim Director, Institutional Advancement

Ms. Watkins gave Board members a packet of information that included a summary of Oregon’s community college legislative priorities and said the effort is advocating for
$529 million for the Community College Support fund, capitol construction projects at all seventeen community colleges, and increased financial aid for students through the Governor’s Shared Responsibility Model. The Governor’s budget requests $483 million for the Community College Support fund but is still challenged due to needed revenue increases not coming together as the Legislature had hoped. The outcome could be that the Governor’s budget requests might not be fully funded. The March revenue forecast came in at about $34 million more than the last revenue forecast and although the budget will be not be balanced until the May forecast it’s certainly good news that the revenue projection did not decline.

Information is being provided to the legislators on the impact of various levels of funding to community colleges. Letters to the legislature are being sent in support of community colleges from Board members, the President’s Kitchen Cabinet, the Foundation Board, the Portland City Council and the Portland Mayor. President Pulliams and other college executives have been testifying in a number of hearings about the impact of these budgets and what community colleges are advocating for from this session.

Senate Bill 426, known as the Insurance Pool Bill, has passed in both the House and the Senate and requires all K-12 school districts to pool their insurance coverage. As a community college PCC would not be required to participate but it would likely be affected because the Oregon School Boards Association pool the College is currently a part of would no longer exist because many of the schools in that pool would be required to participate in the new insurance pool.

A Bill has been introduced in the House to honor late Board Chair Doreen Margolin for her service to community colleges and to Portland Community College. This is a wonderful testament to how widely respected Doreen Margolin was across the State and in Portland.

A few key dates: Saturday, March 17 at Southeast Center Ben Cannon and Senator Wyden will host a Town Hall on health care; March 29th is the Ways and Means Hearing at Sylvania campus; April 10th is PCC Day at the Capital. Board members are encouraged to attend these events.

A PCC Board delegation that included Chair Lim, Directors Frisbee, McKinney, and Williams attended the Association of Community College Trustees (ACCT) Legislative Summit in Washington, DC. They along with other attendees advocated the community colleges’ top three priorities as identified in the ACCT 2007 Community College Federal Legislative Priorities handout: increasing the federal Pell Grant maximum, fully funding the Carl Perkins legislation, and increasing the amount of money allocated to community-based job training grants.

Ms. Watkins said PCC’s Federal appropriations request to support the Center for Business and Industry and the Small Business Development Center has been
resubmitted. Although senators last year decided not to fund any of the direct appropriations in the FY 2007 budget PCC was asked to resubmit for the FY 2008 budget. Governor Kulongoski will lend his support and will send a letter on the College’s behalf urging the senators to make this a priority for Oregon.

President Pulliams thanked Ms. Watkins for her leadership in lobbying. He also thanked staff, campus presidents, faculty, and the Faculty and Classified Federations for their work and asked them to continue seeking support for the College.

3. Energy Procurement
Randy McEwen, District Vice President
Mr. McEwen said in the next few months a resolution will be brought before the Board concerning the purchase of energy. He explained that the College’s primary sources of energy are natural gas and electricity at an annual cost of about $4 million. The former environment for supplying utilities was defined in service territories with those providers having the exclusive right to provide service within those territories. Due in part to poor investment decisions on the part of many providers of energy State and Federal regulators determined that an open market approach was more appropriate and the sale of energy was deregulated.

The evolution for the natural gas market happened about 1993 – 1998 in an organized manner. Some natural gas providers became energy source developers, ran pipelines, or became local distribution companies. The same thing is happening with electricity. Some of the very large utility companies, primarily on the east coast, have either solely become generators of energy, operators of long distance transmission lines, or become distributors within their formerly defined service territory.

The opportunity now emerging in Oregon through the Oregon Public Utilities Commission (OPUC) is a creation of an open market where the College can purchase electricity from any generator in any state and pay to have it shipped to the College. Under OPUC rules there are three or four very short windows of time each year that customers can switch the electricity provider they use. To use this process the College would present its electric needs and see which provider bids to sell electricity to PCC. Notification periods for signing on to these deals are very short, one week. There is no way of predicting if any electric provider will be interested in the College’s business or at what price.

The College’s typical rules of procurement will not work for this process because entering the auction, seeing the results, and executing the contract are done within about 48 hours and would not likely fit with scheduled Board meetings. The potential savings would depend on the auction results but they will likely exceed $100,000 making the process worth exploring. He said the purpose of his brief was to keep the Board informed of what is being considered and how the business environment regarding energy has changed. As investigation of this process unfolds he will return
with recommendations as to the authority he will ask the Board to grant going forward to engage in this issue more fully.

President Pulliams asked if there were any questions. There being none he said information sessions for this evening were finished and thanked Mr. McEwen.

PUBLIC COMMENT ON AGENDA ITEMS

None

PUBLIC COMMENT ON NON-AGENDA ITEMS

Michael Canarella, Labor Relations Specialist, PCC Classified and Faculty Federations for a little more than four years said his observation in that time has been that day-to-day operations at the College are overall quite good. He also said the last round of contract negotiations left all parties with their dignity and self-respect intact which from his experience can only happen if both sides are willing to be flexible. Mr. Canarella said he has seen lives changed in positive ways by people who work at PCC and that causes him to feel uncomfortable bringing this problem to the Board but that it must be done.

He said the issue of bullying is not a new but it is an issue that is being looked at more closely now because it destroys morale in a workforce or team. It is problem enough that Senator Avel Gordly is preparing a Bill for the Oregon Legislature dealing with bullying. Mr. Canarella provided two articles to Board members, one of which was written by an Oregonian reporter and another article which he wrote for the In Touch in reaction to the bullying issue. He said bullies can get away with their action because they are sensitive to relationships and do not show their bullying actions to their supervisors. Only people below the bully feel their affect. He said that co-workers of those being bullied are not willing to come forward for fear they will then become the bully’s target.

Canarella said that in February 2005 he and Lucia Barnett met with 30 to 40 employees to apprise a bully’s supervisor of the bullying actions they had incurred. At the end of the meeting this supervisor said a response to this information would be given to Mr. Canarella, Ms. Barnett and the employees at that meeting but no response came. He said 10-20% of his and Ms. Barnett’s time is spent dealing with problems resulting from this bully. He also said he has talked to Human Resources, the bully’s supervisor, that supervisor’s supervisor and higher ranking people in the College without remedy. He asked the Board to direct a team to deal with this issue.

Chair Lim thanked him for his information.

Lucia Barnett, President, Classified Federation provided Board members a packet containing a petition of 199 signatures, a copy of the Memorandum of Understanding
Code of Conduct agreement the Federation signed with Human Resources in 2006, and a copy of a letter which she read after saying that as requested from a legal standpoint she will not mention the bully supervisor’s name. President Pulliams thanked her for that decision.

After reading the letter in its entirety, with the exception of naming the person it was about she provided additional thoughts and information on the matter. Last year three lead employees with over 50 years experience and commitment to the College retired from the department of the person referred to as the bully boss. One because this treatment caused a recurrence of post-traumatic stress syndrome originally caused by events incurred in the Viet Nam war that had not affected him since that time. This person sought psychological counseling and was advised by his doctor to take early retirement, which he did. Another employee lost weight due to stress issues and opted to retire rather than deal with this supervisor any further even though this was considerably earlier than he had planned to finish his PCC career. A current employee has received a doctor’s request to not attend the weekly team meetings held by this supervisor because of the stress involved. She said she has a file folder that includes more problems such as coercing employees to change time cards so they don’t show overtime, rewriting an employee’s job classification form, not forwarding employee comments to HR but requiring the employee to completely re-do the form as the manager wanted it. He has notified employees that their work hours were being changed so they would be working a modified graveyard assignment and would be the only employee on College property during that time. She reported that he has insulted, verbally abused, and harassed members of his staff in front of other employees. He gave orders for an employee to do a job and when the job was finished asked the employee why they had done it that way and told to re-do the job completely. She said this supervisor is not the only bully boss at PCC but employees who are victims of this type of behavior are unwilling to come forward to share the incidents with anyone but the Federation representative because they fear reprisals. She said another bully boss left PCC last term, was hired by a college on the east coast and she has had reports the new employer is already experiencing similar issues with his behavior toward his employees. She said that unless checked the behavior of bully bosses does not change. Ms. Barnett said this presentation has been difficult for her because she realizes that there is currently no approved policy on a code of conduct thus no contractual issue is involved but this issue affects the attitudes, morale, and job performance of the people who work for this manager, the attitude of the department, and it also affects their home lives. She asked the Board for their careful consideration before granting this particular manager tenure and urged them to direct that the Code of Conduct committee be formed quickly. She thanked the Board for their time and continued support of PCC’s classified employees who keep the College running.

Chair Lim thanked Ms. Barnett.

President Pulliams thanked Mr. Canarella and Ms Barnett for their professional presentation and for honoring his request for confidentiality. He assured the Board and
both Federations that he will personally follow up on this matter and provide a status report for the Board.

**BUSINESS MEETING**

Director Harper proposed approval of Resolutions 07-047 through 07-061. The motion passed unanimously.

**ADJOURNED AS BUSINESS SESSION AND CONVENED AS COLLEGE BUDGET COMMITTEE IN ACCORDANCE WITH ORS 294.406 AT 8:25 PM**

President’s Budget Direction, Dr. Preston Pulliams, District President said he would share the perspective he’s formed on the PCC budget development and follow that with comments regarding budget assumptions by Randy McEwen with further budget discussion by the Board. He said before looking ahead the past needs to be acknowledged. Cost to students has been greatly increased due to economic recession and the PERS un-funded liability. PCC implemented over $10 million in annual reductions and increased tuition from the high $40s to the high $60s. These reductions consumed large amounts of College and Board energy and could have created a situation where the College gave up any aspiration of working to make things better but PCC did not let that happen.

The President said the process in preparing his perspective on the budget was to seek out and listen to the input of students, faculty, staff, area businesses, policy makers, and District residents. Internally this includes the Board, the Cabinet, the President’s Budget Advisory Committee, the District Planning Council, and the Educational Advisory Committee. It also includes the Kitchen Cabinet, and input gained in various settings with legislators and other key decision-makers, both public and private. He asked the Cabinet to include the following thoughts in their budget discussions and recommended budget packet will they present to him next week: 1.) Achieve balance between new initiatives and restorations so that what is done is done well including the new ideas chosen for implementation; 2.) Minimize student cost especially in the areas of tuition and fees and manage financial affairs so that increases will be judged reasonable in the court of public opinion; 3.) Improve access and opportunities for student success; 4.) Make decisions from a District view by seeking input regarding benefits of recommendations throughout the District; 5.) Make recommendations based on previous academic and administrative planning; 6.) Take a long range look at budget uses. For example, based on the Board’s earlier direction, consider providing funds to develop the College’s next bond program.

President Pulliams acknowledged the Board’s concern about costs to students and said that when engaging legislators and community leaders he has often heard that their expectation in return for increased State funding is that cost increases to students be
minimized, greater operational efficiencies achieved, and barriers to access reduced. With the Board’s concurrence the budget he proposes next month will seek to include the following specific features: no increase in program-specific fees, no increase in parking and technology fees, perhaps a small increase in the student activity fee, tuition increase of $1 per credit hour in FY 2008, $2 per credit in FY 2009, the ending fund balance will average a minimum of 7% for the biennium. He said the budget he will propose will preserve and enhance PCC’s rightful place as an educational institution driven to serve the District’s citizens and will seek to serve interests wider than its own.

He asked Board members if they had questions or comments for him. There being none he asked Mr. McEwen to present the budget development assumptions.

**Budget Development Assumptions**
Randy McEwen described the assumptions currently being used to recommend a budget to Dr. Pulliams and ultimately the Board: enrollment will be flat, absent funding for new initiatives and absent extraordinary tuition increases; Budget decisions will be made based on revenue assumptions of small, regular, and predictable increases in tuition that roughly match the pace of inflation consistent with the Board’s direction to not overburden students. A few years ago the need to fund the PERS un-funded liability plus the decline in State funding resulted in the College implementing a $13 increase in tuition in one year. The Board’s direction since then has been to take all reasonable measures to prevent that happening again. When work began on the current budget the basis was a $2 increase in tuition FY 2008 and $3 in FY 2009. Based on a general concern for the cost to students that basis has been brought down by a dollar each year for the next two years.

The basis for projecting state funding will be the Governor’s proposed budget. Property tax revenues will increase by about 3.5% but those revenues go into the pool of funds with the community college support fund. That pool is distributed using the funding formula. Although not a certainty the assumption at this point is that the funding formula will not change. Utility increases and district software costs are expected to increase little in 2008 and increase approximately 8% in 2009. Significant increases in PERS costs are not expected and the process of buying down the College’s internal PERS charge rate as has been done each of the past two years based on the issuance of earlier pension obligation bonds continues to be an extraordinarily sound financial decision. Timber tax revenue that has brought in about $40,000 yearly is expected to disappear altogether. It is assumed the Governor will sign SB 426 but there is no reliable basis on which to project what those costs, if any, will be. No increase in the technology or parking fees is expected. It is anticipated that a proposal for a slight increase to the student activity fee will be made.

The process of increasing the fund transfer from the General Fund to the Capital Projects fund to bring that fund to a level more consistent with the levels before the bond election to reduce the risk of increasing the deferred maintenance load to
unmanageable levels. There will be an ending fund balance average over the biennium at 7% after one time spending. Mr. McEwen said those are the assumptions at this point and he reported that the schedule process over the next three or four months is defined by law and by the need to have an adopted budget by the 30th of June so PCC has the ability to levy taxes and operate the College on 1 July. Between now and the end of March the following things will need to be done. The Cabinet will present their budget perspective to the President. Based on the President’s direction a proposed budget will be prepared that will be available for the public and the Board in early April. At the April Board meeting another public meeting will be conducted to receive comments from the public on the budget the Board will then be asked to approve the budget. Board approval of the budget allows the budget to be reviewed in a public hearing by the Tax Supervising Conservation Commission (TSCC) on May 15. Upon TSCC certification the budget will be returned to the Board for adoption.

He ended his presentation and offered to respond to Board questions and comments.

Board Budget Discussion
Chair Lim asked if the Board had any questions.

Director McKinney asked Mr. McEwen what is happening with other community colleges in the surrounding areas because she believes it is important to see what other Oregon community colleges are doing in terms of potential increases. She also asked him to break out what is being paid now and what the anticipated increases will be for technology, parking, and student activity fees.

Mr. McEwen said in answer to Director McKinney’s first question the Board of Chemeketa Community College approved $0 tuition increase for next year and Lane is likely to recommend an increase in the $3 to $5 range. Although not confirmed, Mt. Hood Community College is exploring a reduction in tuition of $5 per credit hour and at this point nothing is known about Clackamas. The question that seems to be under consideration at all Oregon community colleges is at what level would State funding need to be to eliminate the need for increases in tuition. College staff expect to be asked to present descriptions of scenarios demonstrating what would happen if State funding would range from roughly the current $429 million up to the $529 million OCCA is requesting.

The possible student activity fee increase is about $.05 to the current $1.25 per credit making the increase approximately 3.8%. No increase is proposed for technology and parking fees. Mr. McEwen asked if her questions had been answered and Director McKinney responded they had.

Director Squire asked Mr. McEwen how the basis for the assumption of flat enrollment was determined.
Mr. McEwen replied the basis for the assumption is that if additional programs are not invested in and additional academic investments are not made there is no real basis to anticipate an increase. He said more information might surface in Spring term because decisions were made earlier to deploy about $400,000 from roll over funds from last year to start up additional sections, particularly in Spring term. Additionally the decision was made to deploy $100,000 of the roll dollars for additional marketing efforts in an attempt to increase enrollments but it’s too early to know what the outcome of that will be. There are a number of initiatives proposed to expand instructional programs and with those investments come expectations for additional enrollment and hence additional tuition revenue. The intention is to propose to the President that additional funding would be provided for academic programs and a projection of the enrollment increase anticipated with that additional investment. He clarified that it is not assumed enrollment will remain flat if significant investments are made in academic programs. Mr. McEwen asked if he had answered Director Squire’s question and Director Squire replied he had.

Chair Lim asked if there were any further questions.

Director McKinney asked if her understanding is correct that when the Board approves the budget and later adopts the budget firm funding figures from the legislature will not yet be available but the College would have some flexibility in tuition or other areas.

Mr. McEwen said that is correct but two possible scenarios could also happen, one really bad and the other horrible. Although not likely the horrible scenario would be if the budget was built, the Board approved it, and then State support was dramatically decreased by the legislature. The other scenario would be that the College continues to assume the governor’s budget at $483 million is what the College’s budget should be based on and then the College gets an increase in the general fund appropriation that exceeds 10%. That could translate into a situation where the level of appropriations is such that the College has to restart the entire budget process, a problem but a pleasant problem because the re-budgeting process would not include the need to pare expenses and spending under really short notice. Mr. McEwen said that the Governor’s budget figure of $483 million is the most solid number at this point in the budget process that has been seen in the past five or six years.

Director Frisbee said she heard discussion in Salem on the matter of the State funding level colleges would need to eliminate the need for tuition increases and asked what her response should be to that question. She also asked if OCCA’s requested budget of $529 million would accomplish that funding level.

Mr. McEwen responded that would be an important policy question for the Board because that approach would be a departure from the idea that the College should have regular, reasonable tuition increases. The second problem with accepting the idea of $0 tuition increases in return for high levels of funding is it sets the stage for further pre-emption and co-option of the Board in terms of local control. Consideration
of that would be a Board matter but one that should be seriously considered. McEwen said that $0 tuition increase would be possible at various levels of State funding but often there is more to consider than just funding when making decisions of those kind.

Director Frisbee thanked Mr. McEwen for his answer.

President Pulliams reminded the Board that the Governor’s $483 million budget is predicated on revenue enhancers and changes in tax code and that so far there is nothing from Salem indicating that is going to occur. The President predicted that probably next week numbers will begin to come out of the legislature reducing the Governor’s budget. He said this is a very political process and there is no real way to predict what the final outcome will be. The President said the Board will be kept informed and when appropriate will be provided information needed to make decisions regarding tuition increases. The Budget Advisory Committee has been working to set budget priorities with the goal of restoring where cuts were made in the past and increasing student retention. He then told Chair Lim he is ready for public comment.

Public Comment
Michael Dembrow

Michael Dembrow said he believes the College is making a good decision in building PCC’s budget around the Governor’s budget rather than the OCCA requested budget. He believes the legislature will approve the community college support fund budget at close to $500 million perhaps with a small increase next year.

Mr. Dembrow believes tuition should be increased $2 each year of the biennium because it would be easier to reduce a tuition increase than raise it if the appropriation from the State makes the larger tuition increase necessary. Additionally he said the $2 tuition increase really only keeps up with inflation and that the real increase will come in the form of increased enrollment in new initiative programs. He also expects the College to receive a large increase in the Oregon Opportunity grant.

Mr. Dembrow said that the Federation appreciates the budget process of prioritizing new initiatives the College is moving toward. He said this is a nearly transparent process and the fact that initiatives are prioritized makes budget increases and decreases easier to deal with.

Dembrow then requested that sabbaticals be funded more fully in the upcoming budget cycle. He said that while he appreciated sabbatical terms being increased from 16 to 22 it is still a long way from the 45-46 terms of sabbatical granted ten years ago. He said awarding sabbaticals as district awards rather than campus awards is another move in the right direction even though effective ways to communicate will need to be created. He concluded by saying he believed there will also be savings as a result of the passage of Senate Bill 426.
Chair Lim thanked Mr. Dembrow.

**ADJOURNED AS BUDGET COMMITTEE AND RECONVENED AS BUSINESS SESSION 8:55 PM**

*Other Reports:*
Michael Dembrow, Faculty Federation President said the annual National AFT Higher Education Conference will be held in Portland at the end of March. He will send Dr. Pulliams the agenda in the event any Board members would like to attend. Hundreds of people from all over the country are expected to attend and the focus of the conference is academic freedom, student access, and part-time/full-time faculty ratio.

Mr. Dembrow said the Federation has been very active in Salem in a number of areas and he was in the audience when President Pulliams along with three or four other presidents spoke to one of the education committees last week and Dembrow said President Pulliams did a great job. He reiterated that he believes a higher State allocation is a reachable target but it will be a challenging task to show legislators specifically what the higher amount of money will fund, whether it’s lower tuition or more classes.

Lucia Barnett, Classified Federation President said she is glad to be back and that both Federations are getting ready to open contract negotiations on dollar and wage re-openers. She said the Classified Federation worked on Senate Bill 426 and they believe its passage will create a cost savings.

*District President Report:*
President Pulliams attended some of the events at the African Film Festival. He congratulated Mr. Dembrow on another outstanding film festival that saw record attendance and received rave reviews.

The President welcomed Ms. Barnett back.

President Pulliams acknowledged a donation of $1,000 from Association of Community College Trustees (ACCT) to the Doreen Margolin Scholarship Fund and said he has sent a letter on the Board’s behalf thanking them.

Dr. Pulliams acknowledged Chair Lim’s work in the Philippines including his trade mission meeting with the President of the Philippines and his work to create connections between community colleges in the Philippines and PCC.

President Pulliams acknowledged Director Williams’ work with ACCT in finalizing an agreement making the African American Trustee Association a part of ACCT. He also acknowledged Director Williams leadership in addressing key issues for African
Americans particularly his work to increase education opportunities for African American males.

With that he concluded his report.

**ADJOURNMENT**

There being no further business, the meeting adjourned at 9:10 PM.
NEXT MEETING

The next business meeting of the Portland Community College Board of Directors will be held on April 19 at 7:30 PM in Moriarty Arts and Humanities Building Auditorium at the Cascade Campus.

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Chair Lim                        President Pulliams

Prepared by:

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Lorna J. O’Guinn
Assistant to Board of Directors

Minutes approved on April 19, 2007