Call to Order

After notification as required by the Freedom of Information Act, Chairman Hendrix called the meeting to order at 1:31 p.m. with the following present:

Trustees: Bill Hendrix, Chairman, presiding; J. J. Britton, Vice Chairman; Tom McTeer; Bill Amick; Louis Lynn; Joe Swann; Patti McAbee; Les McCraw; Bill Smith; Smyth McKissick; Tom Lynch; Bob Peeler; David Wilkins; and Clayton D. Steadman, General Counsel and Interim Executive Secretary.

Trustees Emeriti: Lawrence Gressette and Doug Kingsmore.

Administrative Council: James F. Barker, President; Doris R. Helms, Vice President for Academic Affairs and Provost; Neill Cameron, Vice President for Advancement; John Kelly, Vice President for Public Service and Agriculture; Chris Przirembel, Vice President for Research and Economic Development; Gail DiSabatino, Vice President for Student Affairs; Lawrence Nichols, Chief Human Resources Officer; Brett Dalton, Chief Financial Officer; Steve Copeland, Interim Chief Business Officer; Terry Don Phillips, Director of Athletics; Catherine T. Sams, Chief Public Affairs Officer and Assistant to the President; Marvin G. Carmichael, Assistant to the President and Chief of Staff; Jim Bottum, Vice Provost for Computing and Information Technology and Chief Information Officer; Debra B. Jackson, Assistant to the President and Associate Provost for Academic Affairs.

Guests: Bruce Rafert, Dean of the Graduate School; Jan Murdoch, Dean of Undergraduate Studies; Esin Gulari, Dean of the College of Engineering and Science; Pat Smart, Special Assistant to the Provost for Faculty Relations; Sue Whorton, Director of the Bridge to Clemson Program; Renée Roux, Office of the General Counsel; Stassen Thompson, Land Management; Cathy Tillett, Director of Internal Audit; Alan Godfrey, Asset Stewardship; John Ballato, Faculty Representative to the Board of Trustees; Harrison F. Trammell, Chief Executive Officer, CU Foundation; Charles Gooding, President of the Faculty Senate; Cathy Sturkie, Faculty Senate; Dan Schmiedt, President of the Staff Senate; Dave Crocket, Vice President of the Staff Senate; Johnson Link, Chief of the Clemson University Police Department; Stephanie Ellison, Athletic Compliance; Robin Denny, News Services; Jason Schwier, Vice President of Graduate Student Affairs.

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary’s office.

**Introductions**

Chairman Hendrix called on Robin Denny to introduce media present. She recognized Anna Simon of *The Greenville News*, Jennifer Salane of *The Tiger* and *The Anderson Independent-Mail*.

**Approval of Minutes**

Chairman Hendrix said that if there were no corrections or additions to the minutes of the July 13, 2007 meeting, the July 24, 2007 teleconference, the August 2, 2007 teleconference, and the August 17, 2007 teleconference, they would be approved as submitted. The minutes were approved.

**Interim Executive Secretary to the Board of Trustees**

Chairman Hendrix called on Clay Steadman, General Counsel and Interim Executive Secretary to the Board of Trustees, for his report as Interim Executive Secretary.

**Action Item**

1. **Election of Vice Chairman of the Board of Trustees**

   Clay Steadman said that this was the first meeting after the election of the Chairman, and it was necessary to elect a Vice Chairman of the Board. Chairman Hendrix asked Trustee McTeer to present nominations received on behalf of the nominating committee. Trustee McTeer said that there were two nominations: Trustees Bill Smith and Joe Swann.

   Trustee Smith said that due to family and business-related time constraints, he was withdrawing his name from consideration at this time. Chairman Hendrix thanked Trustee Smith and opened the floor to nominations. Trustee Lynch moved that the
nominations be closed. Trustee McTeer seconded the motion to close nominations, and the vote was unanimous.

**Action:** Trustee Britton moved to elect Trustee Swann Vice Chairman by acclamation. Trustee Lynn seconded the motion, and the vote was unanimous.

Information Items

1. Meeting Schedule for 2008 and 2009

Clay Steadman provided the Trustees and Trustees Emeriti with a schedule for the 2008 and 2009 Board meetings.

2. Chairman’s Comments

Chairman Hendrix took the opportunity to thank Clay Steadman for his hard work in fulfilling the roles of both General Counsel and Executive Secretary to the Board of Trustees. Steadman thanked the Chairman and recognized Jeannette Braine-Sperry and Drew Land in the Office of the Executive Secretary, and René Roux, Erin Swann, Linda Allen, and Judy Maclin in the Office of the General Counsel for their contributions.

Resolution Honoring Archie Max Lennon

At a luncheon preceding the Board meeting, the Trustees and Trustees Emeriti honored past Clemson University President Archie Max Lennon with a resolution naming him a President Emeritus of Clemson University.

**CLEMSON UNIVERSITY BOARD OF TRUSTEES**

in appreciation

Archie Max Lennon

**WHEREAS,** Clemson University was founded in 1889 by Thomas Green Clemson, a man of considerable vision who entrusted the governance of his high seminary of learning to the wisdom of a Board of 13 Trustees; and

**WHEREAS,** the Board of Trustees is charged with appointing a President with whom it will work to craft a vision for the University; and

**WHEREAS,** the Board of Trustees entrusts the University’s progress toward that vision to the President as chief executive of the University; and

**WHEREAS,** the Board of Trustees recognizes that its ability to govern the University successfully depends upon the hard work and leadership of the University’s President; and

**WHEREAS,** Archie Max Lennon, a distinguished agriculturalist and academic administrator, was appointed President of Clemson University on 14 October 1985; and

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary’s office.
WHEREAS, President Lennon, working with the Trustees, began immediately to build this University into a highly regarded, nationally competitive research institution; and

WHEREAS, President Lennon led the University through strategic planning efforts that differentiated it from other land grant institutions, especially in the arena of technology; and

WHEREAS, these planning efforts resulted in the Second Century Plan, in which President Lennon proposed to advance the University on the research and undergraduate education fronts; and

WHEREAS, President Lennon spearheaded the first capital campaign in the University’s history and raised over $100 million, thus increasing the University’s endowment by over one hundred percent; and

WHEREAS, President Lennon worked tirelessly with the Board of Trustees to begin planning for a major restructuring of the University so that it might be better positioned to continue its advancement; and

WHEREAS, President Lennon worked with the Board of Trustees to increase the stature of the University even in the face of state budget cuts; and

WHEREAS, President Lennon served Clemson University as President until 15 July 1994, when he departed for a career in business before returning to academic administration; and

WHEREAS, the contributions of President Lennon still have positive impacts on a campus where he is remembered with gratitude and warmth;

NOW, THEREFORE, BE IT RESOLVED, that the Clemson University Board of Trustees does hereby confer upon Archie Max Lennon the title of President Emeritus in appreciation of his tireless and meritorious service to Clemson University while serving as its 11th President.

ADOPTED by the Board of Trustees of Clemson University on 5 October 2007.

Leon J. Hendrix, Jr. (signed)
Chairman

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary's office.
Agriculture and Natural Resources Committee

Chairman Hendrix asked Trustee Peeler to give the Agriculture and Natural Resources Committee report. Trustee Peeler said the committee had two action items for board approval.

Action Items

1. Prescriptive Easement

John Kelly asked Stassen Thompson to present a prescriptive easement in favor of property owned in part by Trustee Swann. Mr. Thompson said this action item was not the granting of an easement, but rather the acknowledgement of an easement that has existed since 1830. Trustee Swann recused himself due to the potential conflict of interest posed by this transaction.

Action: Trustee Peeler moved approval of the acknowledgement of the prescriptive easement of the Swann Family Partnership, LLC. The motion passed with no objection.

2. Clemson University Restoration Institute

Stassen Thompson introduced a resolution granting approval to the administration to demolish all buildings at the Clemson University Restoration Institute that have a zero contributory market value, no functional utility to CURI or historical significance, and provided that demolition is in accordance with Clemson University and State of South Carolina regulations.

Action: Trustee Peeler moved to grant approval to the CU Administration to demolish all buildings at the Clemson University Restoration Institute that have a zero contributory market value, no functional utility to CURI or historical significance, and provided that demolition is in accordance with Clemson University and State of South Carolina regulations. The motion passed with no objection.

Educational Policy Committee

Chairman Hendrix asked Trustee Smith to give the Educational Policy Committee report. Trustee Smith said there were no action items from the committee but that there were several information items.

Information Items

1. Bridge Program Update

Trustee Smith asked Sue Whorton to update the Board on the Bridge Program. She introduced five Bridge students: Caroline Manning, Caitlin Bellinger, Ashley Sutherland, Jeff Weir, and Wallace Cobbs. All five students complimented the program, which is starting its second year. The first year has been a success. Changes continue to further enhance the program and to enrich the feeling of a connection with Clemson. The Trustees complimented the Bridge Program.

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary's office.
2. Voluntary System of Accountability

Dori Helms gave a report on the Voluntary System of Accountability (Tab C).

3. Admissions Update

Provost Helms presented the Admissions Update (Tab D). She noted that there was a record number of applications for fall 2007 and that 52 percent of the students were in the top ten percent of their high school class. This freshman class also has the highest number of African American students ever. President Barker commented that this year’s freshman class shows that Clemson can increase both student quality and diversity at the same time.

Trustee Lynn asked about the percentage of students with financial aid. Marvin Carmichael said that 100 percent of in-state students have some type of aid, while 50 percent of out-of-state students have some type of aid, including loans.

Trustee McAbee asked about comparisons between Clemson’s SAT scores and those of other South Carolina schools, and Debbie Jackson said that the data had not been reported yet.

4. Faculty Senate Report

Charles Gooding presented the Faculty Senate Report. (Tab E). Trustee McCraw asked how one joins the Faculty Senate. Mr. Gooding said that faculty are elected by their peers on a representative system by college. Mr. Gooding also said the Faculty Senate is a cross-section of older and younger faculty.

5. Faculty Representative to the Board of Trustees Report

John Ballato gave a verbal report to the Board. He said that the Faculty Senate has formed a committee to determine what the faculty can do to enhance Clemson’s academic reputation. The committee, which is composed of faculty who were previously associated with a Top 20 university, is trying to help define characteristics of Top 20 culture.

Finance and Facilities Committee Report

Chairman Hendrix asked Trustee Amick to give the Finance and Facilities Committee report. Trustee Amick said that there were seven action items and he would move approval in a composite motion. He said that if any Trustee desired to consider them separately to let the Chairman know.

Action Items

1. Rhodes Hall Annex

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary’s office.
Steve Copeland presented the project (Tab F), which has a budget of $11,500,000 and now requires second and final Board approval to proceed.

2. Institute for Packaging Design and Graphics

Steve Copeland presented the project (Tab G), which has a budget of $7,000,000 and now requires second and final Board approval to proceed.

Trustee Amick and Chairman Hendrix praised the new Capital Project Approval Process developed by the Interim Chief Business Officer.

Chairman Hendrix noted the success of the packaging science program, which has a 100 percent job placement rate.

3. Earle Hall High Bay Conversion

Steve Copeland presented the project (Tab H), which has a budget of $1,210,000 and now requires second and final Board approval to proceed.

4. West End Zone Component II

Steve Copeland presented the project (Tab I), which has a budget of $16,151,061, is privately funded, and now requires second and final Board approval to proceed.

5. Academic Success Center

Steve Copeland presented the project (Tab J), which has a budget of $13,625,000, is 25 percent funded by the Class of 1956, and now requires second and final Board approval to proceed.

6. Kinard Laboratory HVAC Renovation

Steve Copeland presented the project (Tab K), which has a budget of $3,325,000 and now requires second and final Board approval to proceed.

7. Innovation Center

Steve Copeland presented the project (Tab L), which has a budget of $6,000,000 and is in the initial approval stage. Mr. Copeland said that a more detailed project budget and more information on programming will be available in the future. The Innovation Center is planned to be an incubator for small business opportunities tied to Clemson’s research, and is contingent on state funding.

Chairman Hendrix asked when the Board would receive status reports on the first six projects, and Copeland said that this would be the final report on them to the Board unless the projects encountered difficulties. Trustee McCraw said that he wanted the Board to see status reports on each project when it was 50 percent complete. Trustee
Amick charged Steve Copeland to include the status reports in the Permanent Improvement Projects report each quarter.

Trustee Lynn asked how, in the new project presentations, minority participation would be reported. Mr. Copeland said that although this figure is not shown in the project sheets, it remains a priority, and the information will be included in the Permanent Improvement Projects report each quarter.

**Action:** Trustee Amick moved approval of all seven projects with the budgets presented. Trustee McTeer seconded the motion, and the vote of approval was unanimous.

**Institutional Advancement Committee**

Chairman Hendrix asked Trustee McCraw to give the Institutional Advancement Committee report.

**Action Item**

1. **Naming of Sonoco Institute Building**

   Trustee McCraw stated this naming request (Tab P), which the committee recommends, is to recognize Harris Smith who, although not a Clemson alumnus, has been a steadfast supporter of the packaging science program through the years because Clemson faculty have helped his company solve packaging problems. Trustee McCraw said that Harris Smith is “a very unique friend under very unique circumstances” and that he was one of the largest donors in Clemson history.

   **Action:** Trustee McCraw moved approval to name the Sonoco Institute Building for Harris Smith. The vote of approval was unanimous.

**Information Items**

Trustee McCraw asked Neill Cameron to present several information items on behalf of the Institutional Advancement Committee.

1. **Alumni Participation**

   Mr. Cameron said that alumni participation last year was 27.2 percent and that this year it was 27.6 percent, making Clemson ranked fifth in the nation.

2. **Development Activity**

   Mr. Cameron said that development activity had increased in the last fiscal year, including IPTAY activity. He said the goal was $69 million and that the actual amount raised was $115.3 million.

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary’s office.
Mr. Cameron said that in the last sixty days, the Conference Center and Inn had undergone $650,000 in renovations. He said that the Conference Center, Golf Course, and Inn had strict performance standards and that goals had been exceeded for the Golf Course and Inn.

3. Marketing and Communications

Mr. Cameron said that as of September there were over 800 print and broadcast appearances for Clemson. He said that, according to research, Clemson is the preferred higher education brand in South Carolina, and a new brand plan is being developed. Mr. Cameron stated that marketing and communication remain vital components of Clemson’s push to increase its academic reputation in *U.S. News and World Report* rankings.

4. Clemson University Foundation

Mr. Cameron said that in the year ending June 30, 2007, the Foundation Endowment was up 18.8 percent and the CU Endowment was up 17.8 percent. He said the Foundation’s assets totaled $465 million, up more than $200 million since 2000.

Mr. Cameron informed the Trustees that Doug Richardson, longtime treasurer of the CU Foundation, is retiring at the end of the year. He introduced Harrison “Hack” Trammell, Class of 1978, who will assume the new position of President and Chief Executive Officer of the Foundation.

Finance and Facilities Committee (continued)

Trustee Amick inadvertently omitted recognition of Dan Schmiedt, Staff Senate President, during his Finance and Facilities Committee report. He now called on Mr. Schmiedt for his report.

Dan Schmiedt presented the Staff Senate report (Tab O). He said that a committee had been formed to research staff development programs. He also said that the Staff Senate and Faculty Senate are working together to advance common causes.

Research Committee

Chairman Hendrix asked Trustee McKissick to give the Research Committee report. Trustee McKissick called on Chris Przirembel to present the committee’s information items.

Information Items

1. Research Awards Update

   Dr. Przirembel said that research funding totaled $141,366,747 now and that the goal, set in 2002, was $150 million by 2008. He noted that federal research budgets were decreasing. The largest percentage increase in research proposals were from the Colleges
of Architecture, Arts, and Humanities and Business and Behavioral Sciences, and that research projects were well-distributed across the eight academic emphasis areas.

2. Current Projects Update

Dr. Przirembel updated the Trustees on the Innovation Center, which will be an anchor for start-up companies, most of which would result from Clemson research; the Computational Center for Mobility Studies (in partnership with Sun Microsystems), which has seen a $16 million investment in hardware; and the CU-ICAR campus (see Tab M), where the Campbell Graduate Engineering Center is expecting a temporary certificate of occupancy in November. The auditorium at the CGEC should be occupied by November and paving stones for the plaza will be completed by October 12. Dr. Przirembel also said that the Southern States Economic Development Officers would be meeting soon and using the auditorium at CU-ICAR as one of their venues. He said that there is also a group of international journalists coming to the campus.

Student Affairs Committee

Chairman Hendrix asked Trustee Lynch to give the Student Affairs Committee report.

Information Items

1. Safety and Security Update

Trustee Lynch called on Gail DiSabatino to present an update on safety and security. She and Joy Smith presented an update on the CARE Network, which is an electronic mechanism that seeks to connect the dots of information on students of concern. The goal is to keep a potentially problematic situation from escalating. She showed a video clip from ABC’s World News Tonight that appeared after a school shooting in Delaware and that spotlighted Clemson’s security procedures. Dr. DiSabatino recognized CUPD Chief Johnson Link, who was featured in the clip.

Chairman Hendrix asked if any special ceremonies were scheduled for the next day, since Virginia Tech fans and students were going to be on campus. President Barker said that Virginia Tech would be recognized and a memorial tree would be planted today at 5:00 p.m. and that Virginia Tech would also be recognized at the next day’s game, which is Military Appreciation Day. President Barker said that Clemson was trying to be sensitive to Virginia Tech’s needs after the tragedy, and he said that it was believed that Virginia Tech was trying to put the tragedy behind it.

2. Student Spotlight

Trustee Lynch asked Gail DiSabatino to introduce students in this quarter’s Student Spotlight. She introduced the following students, who gave brief comments on their experiences as involved students at Clemson: Lindsey McKinney, founder of the EMPOWER Campaign; Joe Semsar, President of the Interfraternity Council; Emily Willis, founder of the Alternative Break Program; and Callie Boyd, Vice President of Undergraduate Student Government.

Tab references refer to material in the Full Board Meeting Notebooks used at the meeting and on file with the Executive Secretary’s office.
3. Undergraduate Student Government Report

Trustee Lynch called on Josh Bell, President of the Undergraduate Student Body, to present the Undergraduate Student Government Report (Tab Q). Bell noted the success of the newly formed Transfer Council, the activities of the Student Senate, and the Judicial Branch. Student Government is exploring the spiritual aspect of student life at Clemson and is researching the feasibility of a non-denominational meditation center.

Trustee Emeritus Kingsmore asked if Student Government was using the student athletic ticket allocation to build student attendance at sports other than football. Josh Bell replied that he was working with Sam Perry and Mike Money in the Athletic Department to explore the issue.

4. Graduate Student Government Report

Trustee Lynch called on Jason Schwier, Vice President of Graduate Student Government, for the Graduate Student Government Report (Tab R). Schwier highlighted involvement, healthcare, and the need for married student housing on the Clemson campus.

Recess

Chairman Hendrix announced that the Board would recess at 3:20 p.m., and he reconvened the meeting at 3:35 p.m.

Compensation Committee

Chairman Hendrix asked Trustee Swann to give the Compensation Committee report. Trustee Swann said that the committee reviewed some salary proposals and had discussions about its processes. He said the plan is to position the committee so that it is very supportive of Clemson’s quest for Top 20 status.

Executive and Audit Committee

Chairman Hendrix gave Executive and Audit Committee Report.

Action Items

1. Approval of Fiscal Year 2008 Internal Audit Plan

   Chairman Hendrix said the committee approved the audit plan as received (Tab S) and that there were no significant irregularities.

   Action: The Audit Plan was approved.

2. Approval of Additional Internal Audit Resources
Chairman Hendrix stated that the committee approved the 2008 plan for Internal Audit (above) and also acted to authorize Cathy Tillett to reallocate existing resources within Internal Audit to focus additional resources on internal audit functions.

**Action:** The reallocation was approved.

3. Information Technology Auditor

Chairman Hendrix said that the committee approved an additional $100,000 investment for an auditor for the information technology area. The plans were originally to make this concurrent with the start of next year’s budget, but now the plan has been accelerated because there is significant financial exposure and risk given the tremendous investments being made in information technology.

**Action:** The investment was approved.


Cathy Tillett reported on the selection of Elliott Davis as the external auditor for fiscal years 2008 to 2012, which the committee approved. She said that the Elliott Davis partner based in Greenwood would manage the audit, although the firm itself is headquartered in Greenville. The committee approved a five-year contract for $589,800 renewable annually. She said that sixty days following the year’s end the contract may be terminated by either party, and she also said that the firm’s performance will be assessed annually to determine if the contract should continue. Chairman Hendrix noted that Elliott Davis was the lowest of the qualified bidders.

**Action:** Chairman Hendrix moved approval of Elliott Davis as the external audit firm for fiscal years 2008 to 2012. The vote of approval was unanimous.

Information Item

1. External Audit Report – KPMG

Chairman Hendrix stated that the committee had received the report of the previous external auditor, KPMG, and that there were no material weaknesses or significant deficiencies found. The report is not final, but KPMG expects a clean, unqualified opinion again this year.

**Atlantic Coast Conference (ACC) Certification Action**

Chairman Hendrix asked Stephanie Ellison to present the ACC Certification form (Tab T), which states that the responsibility of the administration for the athletics program lies with President Barker and that he has the support of the Board to comply fully with ACC and NCAA rules.

Chairman Hendrix and President Barker signed the recertification.
Chairman’s Comments

Chairman Hendrix recognized outgoing Vice Chairman Britton, who has served two consecutive terms in that office. Trustee Britton said that he is proud of the new level of funding in research that Clemson has attained, and he said that he has been impressed by the increased collaboration and communication among the colleges.

Chairman Hendrix said that Trustee Britton, as Vice Chairman, has led strategic planning initiatives and has worked tirelessly on Clemson’s behalf by attending all Clemson functions and working diligently with the General Assembly and the Agency Head Salary Commission. Chairman Hendrix thanked Trustee Britton for a “wonderful job.”

President’s Report

Chairman Hendrix asked President Barker to give his report.

Information Items

1. Opening Comments

   President Barker began by reflecting on life in the President’s Home. He then stressed that Clemson has reached its highest national ranking to date, and is receiving record applications for enrollment, record giving, record research support, and record alumni participation. Clemson’s National Survey of Student Engagement (NSSE) scores are higher than peers and the national average.

   President Barker said that Clemson has advanced in its Top 20 quest in the areas of improving academic quality, investment in faculty compensation, increasing the percentage of classes with less than twenty students, and increasing the faculty-to-student ratio. Improvements have been seen in financial resources, alumni giving, and the percentage of freshmen who were in the top ten percent of their class.

   President Barker said that Clemson has seen little or no improvement in graduation rates, freshmen retention rates, the number of classes with over fifty students, SAT ranges, peer assessment (reputation) score, percentage of full-time faculty members, and the percentage of faculty with a terminal degree.

   He noted that Clemson has progressed favorably in comparison with the benchmark institutions selected in 1997 and that Clemson’s rate of improvement in rankings is unmatched by other schools who were ranked in the third tier in 1997.

   President Barker said that in-state comparisons also are important. He said that each year the Sociology Department at Clemson conducts a survey regarding higher education institutions in South Carolina, and the survey indicates that 32 percent think of Clemson as the best school in the state. He presented additional results on faculty quality, research, students, public service, and media coverage.
Trustee McCraw asked if there was a bias to the survey since Clemson conducted it. Cathy Sams said the survey is primarily used by Clemson and is generally not made public. She said the persons surveyed are not told the caller is from Clemson until the end of the call. Neill Cameron said the survey is used to assess the effectiveness of the Clemson brand.

Trustee Lynn asked about the percentage of students from the Governor’s School that came to Clemson this year. Esin Gulari said that one-third of the Governor’s School graduates came to Clemson. She also said the National Science Foundation collects data on research expenditures from 500 institutions and that Clemson ranks 20th for the 2005 expenditures in engineering.

2. President’s Report Card

President Barker then presented and discussed this quarter’s Report Card.

Executive Session

Chairman Hendrix said that it was necessary for the Board of Trustees to enter into Executive Session to discuss personnel and contractual matters and that no votes or actions would be taken.

At 4:34 p.m., the Board went into Executive Session, and returned to public session at 5:56 p.m.

 Adjourn

There being no further business, Chairman Hendrix adjourned the meeting at 5:56 p.m.

Respectfully submitted,

Clayton D. Steadman
Interim Executive Secretary to the Board of Trustees

Approved 2-20-00

Date