BOARD OF TRUSTEES OF THE MIDDLESEX COUNTY COLLEGE

Minutes of August 17, 1971 Meeting

A regular meeting of the Board of Trustees of the Middlesex County College was held at 7:45 p.m., August 17, 1971, in the Board Room on the College campus. Members present were Mrs. Carman and Messrs. Blunt, Feakes, Klegman, L'Hommedieu, Marchitto and Venezia. Messrs. Brady and Rowland were absent. Also present were President Chambers, Mr. Hoffman, Mrs. Lake and other visitors.

Since Mrs. Agnes Dugan was appointed college nurse at both the June and July meetings of the Board, Dean Walsh suggested the July action be rescinded and the June action stand.

Mr. Venezia moved, seconded by Mr. Blunt, that the Minutes of the regular meeting of July 20, 1971, be approved as amended. The motion was unanimously carried.

FACILITIES AND EQUIPMENT COMMITTEE

The report of the College Engineer for July, 1971, was noted.

Mr. Marchitto reported that a meeting was held on July 26 with Messrs. Purdy and Beecher representing the County, and Messrs. L'Hommedieu, Marchitto, Walsh and Ciotta, representing the college, concerning the future of the Raritan Arsenal Golf Course, which is owned by Middlesex County College and currently leased to Middlesex County.

With respect to the proposed driving range at the first tee, County Counsel had indicated the County could not legally operate a driving range in accordance with the terms of the land grant to the college. The Trustee representatives indicated they would not be in favor of a driving range at that location in any event, thus, it was agreed that there will be no driving range.

Mr. Purdy's estimate of the cost of reconstruction of the golf course, after widening of Woodbridge Avenue, is \$150,000. and he indicated that from a business point of view, the County is reluctant to invest that amount of money in view of the fact it does not own the land, but leases six holes from the college on a year to year basis; and is currently licensed by the Federal Government to use the remaining three holes, but the license could be terminated at any time.

Mr. Purdy said that the golf course could be made useable, after the road construction, without completely redesigning it, but he would not recommend this since it would be extremely hazardous because of tightness of fairways, possible injury to players themselves and cars and pedestrians

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being struck by flying balls. The Trustee representatives said that the college could not finance the reconstruction of the golf course, and in the event the County decides not to reconstruct the course, they would possibly recommend to the Board that the course be abandoned, there be minor regrading of the fourth and ninth holes, and part of the seventh (between Woodbridge Avenue and college residences), and then maintaining this area as a lawn. The first, second, and third holes, which will remain intact after construction, will either be maintained as golf holes for instructional purposes, depending on the cost and practicality of maintaining those three holes. If the cost is not favorable, they too would be abandoned, leveled off, and maintained as a buffer.

If the County abandons the golf course, most of its personnel and equipment will be moved away and assistance in cutting grass will cease. Some assistance would still be available to the college in plowing snow. The Master Plan for the park lands south of the campus includes a par-3, nine-hole golf course to be constructed within the next ten years.

No action was taken, the Board will await a subsequent report of the Committee.

With respect to parking lots, Dean Walsh reported that bids will be received on August 25. There is still a legal technicality to be resolved. The four blocks near the security building are being prepared to accommodate parking on a temporary basis and will be ready for opening of the college in September.

Dean Walsh reported the fence has been installed on Williams Road. At college expense there will be installed four strands of barbed wire tipped on the Government side of the fence, paving a stretch of Williams Avenue, and the relocation of the golf course gate to that location.

Mr. Marchitto moved, seconded by Mr. Feakes that the following construction progress payments, having been approved by the Architect and the College Engineer, be authorized:

James H. DeLaplaine, Inc.
College Center
Electrical Work
Payment #6

151

Sarbo, Inc.
College Center
HVAC
Payment #1

\$ 40,140.00

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Rule Construction Company, Inc.
College Center
General Construction
Payment #10

\$145,390.50

Donald C. Rodner, Inc.
College Center
Plumbing
Payment #6

\$ 12,915.00

Bloomfield Mechanical Contracting Company
Plumbing work on the Health
Technologies Center

\$ 6,348.50

After discussion, the motion was unanimously carried.

Mr. Marchitto moved, seconded by Mr. Blunt, that pursuant to the recommendation of the Architect and the College Engineer, Contract #1, General Construction on the Health Technologies Center, between the Board of Trustees and Sisler Brothers Construction Company, Inc., be accepted as satisfying the requirements of the drawings, specifications, and other contract documents; that final payment on said contract in the amount of \$56,282.17 be authorized; that any right the Board may have to liquidated damages as a result of late completion of the contract be waived, in view of the fact that investigation has disclosed that there were no liquidated damages; and that the one-year guarantee period on the contract shall begin on the date of final payment. After discussion, the motion was unanimously carried.

Mr. Marchitto moved, seconded by Mr. Blunt, that pursuant to the recommendation of the Architect and the College Engineer, Contract #6-D, Built-in Equipment for the Health Technologies Center, between the Board of Trustees and American Sterilizer Company be accepted as satisfying the requirements of the drawings, specifications, and other contract documents; that final payment on said contract in the amount of \$726.00 be authorized; and that the one-year guarantee period on the contract shall begin on the date of final payment. After discussion, the motion was unanimously carried.

Mr. Marchitto moved, seconded by Mr. Klegman, that a change order in the amount of \$347.00 ADDITIONAL to the contract sum be authorized for the contract between Rule Construction Company, Inc., and the Board of Trustees for General Construction on the College Center building, the purpose of the change order being to provide accommodations for handicapped persons in the first and second floor toilet rooms. After discussion, the motion was unanimously carried.

Mr. Marchitto moved, seconded by Mr. Blunt, that contracts for furnishing Audio Visual Supplies be awarded to the following companies in

the amounts listed; said amounts representing the lowest prices which fully met College specifications among seven bids received on July 7, 1971:

Graphic Products Corporation		
Rolling Meadows, Illinois		\$ 37.00
Garden State Audio Visual Company,	Inc.	25, 100 100
New Brunswick, New Jersey		253.40
Wilray Audio-Visual Corporation	Va	
Port Murray, New Jersey	2 - 12 - 10 4 - 4 6	393.00
Boise Audio Visual Products Compan	y	
Cedar Grove, New Jersey		450.99
3M Business Products Sales, Inc.		
Trenton, New Jersey		361.98
Wolsten's Projector, Inc.		
Irvington, New Jersey		840.22
	Total	\$2,336.59

(Projection lamps, video tape, copy paper, film, frames, scaleograph, brushes, silk screen unit, photo flood lamps and various audio visual supplies.)

After discussion, the motion was unanimously carried.

Mr. Marchitto moved, seconded by Mr. Klegman, that contracts for furnishing Radiology Film & Supplies be awarded to the following companies in the amounts listed; said amounts representing the lowest prices which fully met College specifications of two bids received on July 12, 1971:

\$9,952.50
2,996.88
\$12,949.38

(Kodak RPX-Omat Medical X-Ray Film, Kodak Radiographic Duplicating film, Kodak X-Ray fixer, developer starter and developer replenisher.)

After discussion, the motion was unanimously carried.

Mr. Marchitto moved, seconded by Mr. Venezia, that a contract for Library Equipment be awarded to the following companies in the amounts listed; said amounts representing the lowest prices which fully met college specifications among sixteen bids received on August 9, 1971:

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	\$3,319.00
rsey	103.00
se, Inc.	and the second
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TOTAL	\$3,558.46
	se, Inc.

(Microfiche cabinet, Cassette tape cabinet, Transparency files and card file cabinets for the library).

After discussion, the motion was unanimously carried.

The question was asked and answered affirmatively that all purchases approved on August 17, 1971, were within the funds allocated in the budget.

EMPLOYEE RELATIONS

Mr. Venezia reported that Dean Walsh is trying to get legal interpretation of the price and wage freeze put into effect by the President on Sunday night, and how it affects the tentative contract with the Faculty Union.

PERSONNEL COMMITTEE

Mrs. Carman moved, seconded by Mr. Venezia, that the upward pay adjustments for Alfred E. Fenske, Irving August, Sandra Fielo, Joseph Placca, Lawrence Stonerock and John Serenska be approved as noted in the several actions below, subject to a clarification of the right of the Board to make such adjustments in the light of the Presidential executive order announced by the President of the United States on Sunday, August 15, 1971; it being understood that if such adjustments are found to be contrary to the terms of said order they shall not be paid; and that salary payments to Mrs. Goldelie Schneider and Stanley Wiley be made at the rate of \$3,500. per year, also pending clarification of the right of the Board to pay at the rate of \$3,710. under the terms of the said executive order. After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Marchitto, that the following persons be appointed as daytime adjunct faculty members for the Fall Semester of 1971 to teach in the departments and at the salaries listed, said salaries representing the total amount payable for the Fall Semester:

Name_	<u>Department</u>	Salary for Semester
Mrs. Joan Daria	Nurse Education	\$2,400.00
Mr. Raymond S. Fowler	Fine Arts	1,640.00
Dr. Marvin Ladov	Dental Hygiene	100.00
Mrs. Lore Lindenfeld	Fine Arts	1,260.00
Dr. Robert J. Mallin	Dental Hygiene	50.00
Dr. Sidney Merians	Dental Hygiene	50.00
Dr. Arthur Nagy	Dental Hygiene	1,750.00
Mr. Richard Plant	Health, Phys. Ed. & Rec.	2,400.00
Dr. Herbert H. Portnoff	Dental Hygiene	1.00.00
Dr. Martin Protzel	Dental Hygiene	500.00
Dr. David Schwartz	Dental Hygiene	100.00
Dr. Irving H. Sinai	Dental Hygiene	100.00
Dr. Marvin Solomon	Dental Hygiene	50.00
Dr. Joseph Tabourne	Dental Hygiene	100.00

After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Venezia, that the following personnel actions be authorized:

Increase in the rate paid to Mr. Alfred E. Fenske, Construction Mechanic, from \$5.00 to \$5.25 per hour, due to added responsibilities he will carry as lead man in the construction division of the Maintenance Department, effective September 1, 1971;

Appointment of Mr. August J. Colo as an intern in the Division of Health Technologies pursuant to agreement signed by Dean John Callahan for the College and Professor Elaine W. House of Rutgers University, for the period September 3, 1971, through January 4, 1972, at a stipend of \$2,000.00;

Appointment of Mr. Irving August as Chairman of the Accounting Department, for the period September 1, 1971 to June 30, 1972, at a stipend of \$600.00 in addition to his regular salary of \$11,350.00;

Appointment of Mrs. Sandra Fielo to the position of Assistant Department Chairman in the Department of Nurse Education for the period September 1, 1971 to June 30, 1972, at a stipend of \$300.00 additional to her regular salary;

Appointment of Mr. Francis J. Burke as instructor in the Department of Computer Science for the period September 1, 1971, to June 30, 1972, at a salary of \$11,000.00;

Appointment of Mr. Bernard M. Levine as instructor in the Department of Computer Science for the period September 1, 1971, through Jun e 30, 1972, at a salary of \$11,900.00;

Appointment of Miss Elizabeth M. Birdsall as a Technical Assistant II in the office of Counseling Services at a salary of \$585.00 per month, effective August 2, 1971;

Appointment of Miss Janis Korsakoff as Clerk-Typist II in the Admissions Office at a salary of \$342.00 per month, effective August 2, 1971;

Appointment of Mr. Walter Rusnak as Mechanic II in the Maintenance Department at \$3.50 per hour for a forty-hour week, effective August 2, 1971;

Change in the status of Mrs. Thelma B. Allen, currently Steno-Typist II in the office of the Registrar at \$505.00 per month to Evaluator (non-academic Grade II) at \$531.00 per month, effective August 1, 1971;

Promotion of Messrs. Joseph Placca and Lawrence Stonerock, Police Officers, currently at Grade 15, Step 2, to the rank of Police Sergeant (Grade 17, Step 1), with salary adjustments for each of them from \$7,704.00 to \$8,100.00 per year, effective September 1, 1971.

After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Venezia, that the following resignations be accepted:

Mr. Alberto Navarro, Assistant to the Director of Continuing Education, effective August 31, 1971;

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Miss Carol F. McCabe, Instructor in the Business Department, effective June 30, 1971;

Mr. H. John Mathias, College Auditor, effective July 15, 1971.

After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Blunt, that the following adjustments be made in the Summer Session Payroll adopted on July 20, 1971:

Additions - Mr. Emanuel DiPasquale	\$765.00
Mr. Adam Stanislawczyk	\$645.00
Mr. Michael Greenhouse	\$600.00
Mrs. Irene Pearse	\$765.00
Deletions - Mr. Harold Douglas	\$765.00
Mrs. Dixie Goswami	\$765.00
Mr. Vern A. Jensen	\$615.00

After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Marchitto, that the resolutions of appointment to the faculty of Mrs. Judith Lamm and Mr. Daniel Lyons, adopted July 20, 1971, be rescinded due to the fact that both individuals have indicated that they cannot accept appointments for the 1971-72 year. After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Marchitto, that the following personnel actions be authorized:

Appointment of Mrs. Patricia Mahoney as an Assistant Instructor in the Department of Nurse Education for the period September 1, 1971 through June 30, 1972, at a salary of \$9,000.00;

The appointment of Mrs. Margaret S. Richardson as an Assistant Instructor in the Department of Nurse Education for the period September 1, 1971 through June 30, 1972, at a salary of \$8,500.00.

After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Feakes, that the resignation of John C. Prushinski, police officer, be accepted effective August 16, 1971. After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Blunt, that Mr. Bertrand Berlin be appointed as an adjunct instructor in the Biology Department for the Fall semester of 1971 to teach eight (8) contact hours for a total of \$1,600. for the semester. After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Blunt, that Mr. Francis E. Director of Sherry be appointed as Cost Studies in the Division of Administration, effective August 16, 1971, at a salary of \$1,000. per month. After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Blunt, that John Serenska, currently employed as custodian at \$3.30 per hour, be promoted to Mechanic II in the Maintenance Department and that his hourly rate be adjusted to \$3.55 per hour, After discussion, the motion was unanimously carried.

Mrs. Carman moved, seconded by Mr. Marchitto, that Mrs. Goldelie Schneider and Mr. Stanley E. Wiley be appointed as Counselors/Interns in the Division of Student Personnel Services for the period September 1, 1971 to June 30, 1972, to work twenty (20) hours per week each at the salary of \$3,710. each for the said 10-month period. After discussion, the motion was unanimously carried.

EDUCATION COMMITTEE

Dean Callahan reported that summer school this year was comprised of 158 sections; 125 faculty were hired, of whom 80 were full-time faculty members. 2,569 students were enrolled as compared to 2,297 last year. New students totalled 1,200, representing almost 40% of the student population this summer.

Dean Foose reported that as of this afternoon, 1,705 freshmen paid in full to begin in September. 1,943 students have been offered admission.

COMMUNITY AFFAIRS COMMITTEE

Mrs. Carman reported that Mrs. L'Hommedieu has accepted appointment as Honorary Chairman of the Scholarship Ball to be held in September.

On behalf of the college community, Dr. Chambers extended appreciation to Mrs. Carman, Mrs. L'Hommedieu, and all those who have worked to make this ball a success.

Mr. Ciotta reviewed activities of the Community Affairs Department during the past month and use of college facilities by outside groups and special college events. (Copies filed with Papers Supporting the Minutes.)

Mr. Ciotta also reported that contributions to the Middlesex County College Foundation, Inc., since the July meeting of the Board of Trustees total \$200.

FINANCE COMMITTEE

Mr. Feakes moved, seconded by Mr. Marchitto, that the Dean of Administration be authorized to open a new checking account at the Raritan Valley National Bank, Edison, New Jersey, for the purpose of depositing and disbursing funds for the Educational Facilities Authority, for which the College or its officers will be acting as agents; signatories to be the same as the current operating fund account. After discussion, the motion was unanimously carried.

Mr. Feakes moved, seconded by Mr. Blunt, that the payment of a bill for legal services and disbursements in the amount of \$1,051.20 to Meyner and Wiley of Newark be authorized; said fee being one-twelfth of the total amount incurred by twelve county colleges acting as party plaintiffs in an appeal to the New Jersey Supreme Court against the implementation of Civil Service provisions at said county colleges. After discussion, the motion was unanimously carried.

Mr. Feakes moved, seconded by Mr. Blunt, adoption of the following resolution:

"WHEREAS, the Board of Trustees of the Middlesex County College (hereinafter referred to as Board of Trustees) has determined that it is necessary to raise money for the purpose of constructing and equipping a Learning Resources Building on the College Campus in Edison, New Jersey; and

"WHEREAS, the Board of Trustees has estimated that the cost of said Learning Resources Building will be \$2,130,528.00; and

"WHEREAS, the Board of Trustees has received a federal grant from the United States Government pursuant to Title I of the Educational Facilities Act of 1963, as amended, in the amount of \$426, \$105.00 toward the construction of the Learning Resources Building; and

"WHEREAS, the Board of Trustees has applied to the New Jersey State Board of Higher Education for approval of said project and has received approval for the construction of said project; and

"WHEREAS, the Board of Trustees estimate that the sum of \$1,704,423.00 is needed in addition to the aforesaid grant from the federal government in order to complete the construction of the Learning Resources Building; and

"WHEREAS, the Board of Trustees has previously requested and the Board of School Estimate previously approved by Resolution dated February 3, 1970, the sum of \$2,678,000.00 in connection with the construction of the proposed Learning Resources Building and other capital projects upon the express condition that the State of New Jersey apply matching funds in the amount of \$1,339,000.00 for the capital construction project; and

"WHEREAS, the Board of Trustees wishes to request the Board of School Estimate to cancel the previous certification and pursuant to N. J. S. A. 18A:64A-22.1 to 22.8, to certify the sum of \$1,704,423.00 in connection with the construction of the Learning Resources Building in anticipation that fifty percent (50%) of the principal sum and debt payments will be repaid to the County by the State of New Jersey:

"NOW, THEREFORE, be it resolved by the Board of Trustees of the Middlesex County College that the said Board of Trustees has determined that it is necessary to raise the sum of \$2,130,528.00 in order to construct and equip a Learning Resources Building on the Middlesex County College campus; and

"BE IT FURTHER RESOLVED, that of said sum of \$2,130,528.00 the Board of Trustees has received a grant from the Federal Government pursuant to Title I of the Higher Educational Facilities Act of 1963, as amended, in the amount of \$426,105.00 towards said construction and therefore requests the Board of School Estimate to certify the sum of \$1,704,423.00 for the construction of the Learning Resources Building with the anticipation that fifty percent (50%) of said principal sum and the interest thereon, shall be repaid to the Board of Freeholders by the State of New Jersey pursuant to N. J. S. A. 18A-22.1 to 22.8; and

"BE IT FURTHER RESOLVED, that the Board of School Estimate be requested to cancel its previous certification by said Board dated February 3, 1970, certifying the sum of \$2,678,000.00 in connection with the aforesaid capital project upon the express condition that the State of New Jersey participate in fifty percent (50%) of said capital costs; and

"BE IT FURTHER RESOLVED, that the Board of Trustees requests the Board of School Estimate to meet on Tuesday, August 24, 1971 in order to consider the requests by the Board of Trustees; and

"BE IT FURTHER RESOLVED, that a copy of this Resolution be forwarded by the Secretary of the Board of Trustees to all members of the Board of School Estimate prior to August 24, 1971."

After discussion, the motion was unanimously carried.

On behalf of the Board, Mr. L'Hommedieu thanked Dr. Chambers; all of his staff, especially Dean Walsh; and Mr. Feakes; for an outstanding job in obtaining financing for the Learning Resource Center, which he said will be a great new addition to the Middlesex County College campus.

Mr. Feakes reviewed the Cash Summary Report for the Month Ended July 30, 1971; Statement of Current Operating Income for the One-Month Period Ended July 31, 1971; and Summary of Financial Report for the One-Month Period Ended July 31, 1971. (Copies filed with Papers Supporting the Minutes.)

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Mr. L'Hommedieu regretfully noted the retirement of Mr. Blunt as County Superintendent of Schools as of September 1. Under the statutes, the County Superintendent of Schools is a Trustee of Middlesex County College, and the moment he no longer has that position, he is no longer a trustee. Mr. Blunt has made a tremendous contribution to the Board since the inception of the College in November 1964. Mr. L'Hommedieu said that since, as of September 1, Mr. Blunt will no longer be Secretary of the Board of Trustees, the Chair is open for nominations for the position of secretary.

Mrs. Carman moved, seconded by Mr. Venezia, that Mr. Joseph Klegman be nominated Secretary of the Board of Trustees, effective September 1, 1971.

Mr. Feakes moved, seconded by Mr. Marchitto, that in the absence of any other nominations, the nominations be closed and the Secretary instructed to cast a ballot in unanimous election of the nominee. After discussion, the motion was unanimously carried.

Mr. Venezia moved, seconded by Mr. Klegman, the adoption of the following resolution:

"WHEREAS Robert R. Blunt has served from November 1964 as a member of the Board of Trustees of Middlesex County College, and as Secretary of the Board, and

"WHEREAS he has performed the responsibilities of Secretary with great competence and care, and

"WHEREAS he has voluntarily given generously of his time and enthusiasm in the founding and development of Middlesex County College, and

"WHEREAS he will retire as of September 1, 1971, as County Superintendent of Schools, and concurrently as a member of this Board of Trustees,

"THEREFORE, BE IT RESOLVED that the members of the Board of Trustees wish to recognize the outstanding contribution of Robert R. Blunt to the Middlesex County College."

After discussion, the motion was unanimously carried.

Mr. Blunt thanked the Trustees for their kind remarks and said that his membership on the Board has been one of the most satisfying experiences in his career.

STUDENT AND ALUMNI AFFAIRS COMMITTEE

Mr. L'Hommedieu reported receipt, last night, of the following telegram and a confirmation of same in this day's mail:

Rumson, New Jersey

"We the undersigned request to speak at the Board meeting
August 17th on the issue of the statement of Student Rights
and Responsibilities during the discussion of this matter."

(Signed) James Gronquist, President College Senate
Martin Pearlman
Eugene Gralla
Wilma Thompson
Jack Kamis
Arthur Sacks

Mr. L'Hommedieu said:

"I assume this pertains to the current review of the broad subject by the Student and Alumni Affairs Committee and the Administration as mentioned in the minutes of our last Trustee meeting.

"We welcome any constructive comments from our audience. But, before proceeding further, I would like to make a statement:

"This Board cannot seriously evaluate any suggestions or programs that have not received the study and consideration of Dr. Chambers and his professional staff.

"Further, the Board has a standing committee on Student and Alumni Affairs which evaluates and considers matters which warrant Board attention. There are student and alumni representatives on that Committee.

"Also, we have an Education Committee with faculty representation which is directly concerned with faculty relations.

"No discussion here tonight will change these lines of responsibility and communication."

Mr. Klegman said that the document on Student Rights and Responsibilities is with the Student and Alumni Affairs Committee. At its meeting, this date, the Committee reviewed and discussed the document and it is in the process of investigation and searching inquiry, with no report at this time.

Mr. Eugene Gralla, Chairman of the Faculty Union; and Mr. James Gronquist, President of the College Senate, expressed concern that the document has not received student or faculty discussion. Mr. Pearlman was concerned over the content of the document and the procedure. Mrs. Wilma Thompson sensed concern from point of view of faculty. A full-time

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> student last year, while at the shore, heard that the Board was going to act on student rights and responsibilities and came to the meeting because of concern that students were not consulted.

> President Chambers felt that the document on Student Rights and Responsibilities is a very important one. Most colleges and universities have found it important to define rights and responsibilities so students have complete understanding and are thereby protected. The President said there had been an effort to get participation by students and faculty in preparing the document and mentioned receiving Mr. Gronquist's reaction to the document under consideration, along with others.

> Mr. Klegman noted that there were updated copies of the By-Laws in the Trustee folders, and asked that they be reviewed and suggestions or comments forwarded to him.

The next regular meeting of the Board of Trustees will be held on September 21, 1971, at 7:45 p.m., in the Board Room, Center I, on the College campus.

There being no further business, the meeting was adjourned at 9:58 p.m. and the part of the description of the second of the

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