

**Rose-Hulman Alumni Advisory Board
Spring Meeting Minutes
Saturday, March 30, 2019, 11 a.m.
Heritage Room, The Muzz
Terre Haute, IN**

I. Call to Order—Greg Gotwald, President

II. Roll Call—Holly Kowalski

- a. In attendance: Bill Bess, Gary Bullock, Steve Gillman, Greg Gotwald, Matthew Iwema, Jason Karlen, Alyssa Lobo, John McClain, Chris Meyer, Kedar Murthy, Kelly Noel, Kali Nordquist, Dan Price, Anthony Primozich (call in), Nyle Riegle, David Sanborn (call in), Dieter Schultz, Jessica Toth (call in), Stefani Vande Lune (call in). Not Present: Todd Brown, Nellie Hohne, Robert Stone, ARBOT: Chuck Sigman, Jeff Myers, Ashvin Lad.

III. Approval of Minutes—Greg Gotwald

- a. Kelly Noel made a motion to approve the minutes, Dan Price seconded, motion carried.

IV. ARBOT Report

- a. Greg Gotwald stated that since Jeff Meyers could not attend he did submit an ARBOT report that is located in the board book. When you have a chance, please review the report on page 16 in the board book.

V. Comments from President Rob Coons—Steve Brady

- a. Steve Brady stated that unfortunately President Coons could not join us for the board meeting. Steve gave a quick update in his place.

We are well into the mission driven campaign. Last year at this time we were at \$136 million, in October \$165 million and in February \$172 million. From February to March \$175.8 million. We will be adding another piece to the tangram in May to the billboard outside of the Lake Room. The campaign is moving forward and we have another \$25 million out in solicitation that should close this fiscal year. Our goal is to be over \$200 million before the fall. If everything goes well, we should be there.

- b. The President has moved into the President's house. We are excited to get the house back in use again as a departmental space with the meeting room in the basement and also for receptions and dinners in the main area.
- c. Some big events from a campaign perspective were the campaign launch last fall in October at the President's house. This was mostly our donors at \$50,000 or more. We had a really strong presence at Homecoming where we tried to roll out as much information as we could to make alumni aware of the campaign. Then we had the campus rollout for faculty and staff. We believe we have hit every major demographic of the constituents of Rose-Hulman. We officially launched the fall issue of Echoes in mid to early December with a campaign focused issue.

We had to create a new campaign video. We had a very President Conwell specific campaign video that was launched in October and didn't feel comfortable using in November. We worked with Mary Atteberry, Vice President of Communications and Marketing, to do another quick video. (New video was played to group). This video was rolled out just in time for annual giving at the end of December. The video is already out of date due to Anne Houtman taking another position. However, this video will be easier to go in and edit and slice her piece out and insert another faculty member in. Steve

distributed copies of the Mission Driven case statement, bookmarks and stickers. This information is also available online.

Greg Gotwald asked how the endowment was at campus. Steve replied that we are evenly distributed on our allocations. The challenge with the endowment is that many people give their estate commitments to the endowment, so a lot of the endowment number is based on deferred gifts. We need as much scholarship aid as we can get to help our students.

Bill Bess asked if Rose-Hulman has a five or ten year business plan. Steve replied that there is a strategic plan, which might be considered more of a business plan. There is also an academic master plan, which is in the second year of a five year plan. The campus renewed its commitment to the existing plan with the idea that in a few years it will re-evaluate that and probably do something new. Right now we need to finish out the campaign. At the end of 2020 is when I believe we will roll out a new strategic vision.

VI. Staff Reports—Charlie Ricker

- a. Alumni Awards are this afternoon and there are 15 award recipients. After you are released from the meeting this afternoon at 1:40, recipients will be showing up downstairs in the Lake Room at 2 for pictures. There is reserved seating in the first three rows of the Lake Room for award recipients and their guests. The awards program will be led by Dan Price who will kick it off after Steve Brady and Rob Coons speak. Awards are already laid out on the table ready for Jason Karlen to pick up and hand to recipients. After the awards ceremony, we encourage you to go to the Kahn Rooms for a reception at 4 to mingle with recipients and their families.

If you volunteered to be a greeter or a host, thank you so much for volunteering your efforts this afternoon. At 2:30 is when check-in for general public begins. Greeters will be stationed at strategic points in the lobby to welcome guests and lead them to check-in, get them to the Lake Room and pass out programs. If you are greeting, I will need you in front of the check-in table or near the check-in table by the doors. As guests come in, greet them, show them wear to check their coat, and lead them to the Lake Room.

Photos are at 2 p.m. Each award recipient will get three photos, one of them with their plaque, one with Steve Brady and President Coons and their plaque, and one with their family and plaque. There will also be a photo taken of Dan Price presenting them with their plaque during the awards celebration. Recipients were told that they have approximately one minute to speak. Honor award winners will have two minutes to speak.

VII. Committee Reports

a. Executive Committee—Greg Gotwald

- i. We had a good meeting this morning. The bulk of the discussion was about where we are headed as an organization and how can we support the school. This started with an email from Steve Gillman to me about having some time to bring in the head of diversity and inclusion to speak. We decided we didn't want to have a 30 minute presentation at this meeting. It was suggested that this be the entire focus of an entire meeting next year, where its not just from a student recruitment perspective. As a board, we can support the institution with diversity and inclusion as a goal. We think we can support this initiative beyond just recruiting.
- ii. One of the things discussed was candidates for our board, our awards, and for ARBOT. Again, we had no females apply. We may need to change our perspective on how to attract candidates. Instead of fishing for candidates we may need to start hunting for the best candidates. We need to nominate them and

encourage them to step forward and take on these roles. As a committee chair, I'm hopeful that we can really support the institution and move forward with this issue.

Kedar Murthy asked what are the issues that Rose is facing? From a recruitment standpoint, when we try to recruit or identify a diverse student that qualifies to get into Rose, we struggle to close the deal. It is a multi-faceted struggle. It is a struggle from the student's perspective when they say that they visited campus and it was great but they didn't really see anyone that looked like them. They struggle with a qualified and diverse student because every other institution in the country is also going after that student. Then it becomes a financial aid issue because we cannot give them the financial package that they are being offered from other schools. While we all know that Rose is a great investment, that student is going to go to another great school, not as good as Rose, but they are not going have to pay for it. That cost benefit analysis gets skewed. It becomes an issue from a recruiting standpoint. We have companies that won't come on campus because they are looking for diverse students and we can't provide them with a diverse campus.

Dan Price added that companies have refused to come back to Rose to recruit because they cannot get diverse students to hire. You have to look at all aspects; what's the make up of the faculty, how are the alumni involved. Folks want to see themselves, see role models, feel support, feel like they can bring all of their talent to the game vs. we don't need you or want you.

Alyssa Lobo asked if any efforts have been made to reach out to diverse alumni and ask them why did you come here given the fact that you didn't fit the Rose mold and if so, when you came here what did you feel, what made you stay, did you ever feel like leaving. Similarly, did you have friends that were in the same situation that did leave and why? Has any research been done?

Steve Brady commented that during his time here there has not been a structured survey done. Our retention rate of diverse students is slightly lower than our white male population. One of the challenges is how you want to slice the data. Our international students do very well academically and they get through the four years but their retention rate is lower. The four year retention rate is high when you look at people who get through but we lose a lot of students for many other reasons.

You have the same challenge with our diverse students but they end up graduating in five years at a higher percentage than at four years. That is something we are looking at—how to fix the retention challenge. We're looking at faculty, staff, and students and how we diversify those areas because it's not just a matter of bringing diverse students, we also need diverse faculty and staff. One of the things that Dr. Houtman was doing was looking at national averages of PhD graduates in STEM and their diversity percentages and trying to see how we can reflect that. We know that our staff is going to be a tough nut to crack. Most of our staff, depending on what level they're at, is going to be coming from the Terre Haute area. We can reflect the Terre Haute demographics but we're not likely to increase the path. We're looking at as many of these data points as we can but a lot of this will ultimately come down to money. And that, at the end of the day, is one of our bigger challenges.

Greg Gotwald added why the thought is there to push this. This is from recruitment, to retention, to jobs. It's affecting the school at all levels. As a member of the AAB, this is something we can support the school on and we can add our assistance.

b. Board Nominating—Kelly Noel

- i. AAB member selection, AAB Vice President election and then the Alumni Representative to the Board of Trustees selection. Hopefully everyone has had a chance to read through the procedures and candidates that we are going to talk about. On page 35 of the board book is the procedure for the Alumni board membership. Starting on the back of the policy, page 36, we did add the interim membership process. At our last meeting we discussed policy on what happens if a member steps down and that is outlined on page 36. Dan Price made a motion to accept the adjustment on the policy document, Kedar Murthy seconded, motion passed.

Page 37 has membership expectations which was reviewed with all the candidates that applied for membership. Pages 39-42 are information on the candidates. There were 16 applications and Ben narrowed those down to eight. Phone interviews were conducted with all eight applicants. The recommendation does align with the makeup of our alumni base. We tried to find candidates within each decade to match our alumni base. The recommendation is Mark Renholzberger ('82), Jason Carlyle ('98), Allison Bowman-Rogers ('14) and Dieter Schultz ('16). This was a fantastic candidate pool. There are no wrong answers but different feedback and reasons for interest on serving on the board is basis for how the recommendation was made. Chris Meyer made a motion to accept the slate, Dan Price seconded. Kelly stated that anyone that was not selected will be contacted and given opportunities of how they can stay involved or become involved and encourage them to continue to apply if they were not successful this time.

Some discussion was held in regards to candidates. Greg asked for all those in favor of approving the slate; motion carried.

- ii. Alumni Vice President election outline is on page 18 of the board book. Voting will take place by secret ballot and the secretary (Holly Kowalski) will tally votes. People on the phone will be able to text in their vote; they will be texting Holly's cell phone. There are three members running for Vice President so there will be two rounds of voting. Ballots will be passed out to narrow from three to two and then a final vote will take place. When ballots have been counted, an announcement will be made and this person will become Vice President in July.

When I ran for Vice President, diversity and inclusion (D&I) was one of my top priorities and is something I have been involved in a lot in my place of business, which is healthcare. As we see diversity broaden, and what we are calling diversity and inclusion (D&I), every single day there are new groups that we need to be sure we are including. Everyone says this is a really hard challenge but hard is not a reason not to do it. We talk about funding, and there are plenty of excuses why we can't do it, but it is not acceptable for us to not make this a priority, especially this team. We don't have any money in this room but we have ourselves, our network and our resources. We can overcome that hurdle by using our own networks. If we want to become a global university with people continuing to go further and further and be successful, it is something we have to be a part of. The lens that individuals with diverse groups perspective brings broaden us and allow us to do greater things. Just being cognizant of our own blind spots is something we will be talking about moving forward. The one thing that I will be putting in place at our next meeting is a D&I moment that kicks off every meeting. We all think of D&I from our own perspective and experiences but each of our unique D&I perspectives are different. We are making decisions based off our own experiences, how we grew up and how work places treated us but mine is going to be different from John's or

Bill's or anybody else. It's going to be different than a student's. We are trying to address a problem that is rooted in our student base and nobody in this room is a student anymore. We can come up with great solutions but if it doesn't apply to that group and if it is not welcome or perceived, than that is a different challenge.

Kelly added that in trying to get a more diverse slate moving forward and because the Vice President is in charge of running the nominating committee, that process and procedure really needs to be coming out of that partnership. That person in that role really needs to have some vision, initiative and collaboration in how we are going to be able to do that.

The individuals that submitted their interest are located on pages 20-23. The three nominees are Bill Bess, Gary Bullock and Kedar Murthy. The intent is that each of them can give a two minute presentation and then following voting, we will have the three of them step out of the room for tallying of the vote. After listening to the three nominees, brief discussion took place about the candidates. The results are narrowed to Gary and Kedar. A couple of clarification questions were asked of the two candidates followed by final voting. Congratulations to Kedar on winning the election of incoming Vice President.

- iii. Dan Price went through the election policy for the Alumni Representative to the Board of Trustees on page 24 of the board book. There were 15 people that were interested in the position and they were all men. Next year we will need to focus on how we can get more diversity of candidates. There are three alumni representatives to the Board of Trustees. We would like these three people to represent what our alumni look like. Once those came into Ben, he took those 15 and narrowed it to seven. After interviewing all seven candidates in January/February, the recommendation is for Jeff Papa. After sorting through all the information on the seven candidates, one stood out amongst the others and that was Jeff. He has served as the officer of this organization in the past, as he went from Secretary, to Vice President to President to Past President. He's also been the winner of the Career Achievement Award and Honor Alumni Award. His involvement goes beyond that, he has hosted Rosie dinners, hired several Rose students, he's been a speaker here on campus, and he executed the first Rose-Hulman day while on the legal counsel for the Senate in the State House. He holds several advanced degrees and is involved in his community. He was on the Town Board for Zionsville and they became a City with the structure of a Mayor. Several people wanted him to be the Mayor but he refused to be the Mayor of an organization that he created. He stepped in as interim Mayor until they could hold their first election. That is why I recommend Jeff Papa.

There are a lot of talented folks that are interested in serving this role. They were told during their interviews that there can only be one selection. The desire is to make sure that they all stay engaged and we don't want them to take the first no as the final no. We want to offer them other ways to have an impact on the school. It was a unique challenge in that Todd Brown, one of our own members applied and I also had Rick Ditton who was a classmate of mine. Even with those allegiances, I wanted to make sure we identified who was the best candidate to represent us to the board and that is how I ended up with Jeff.

In the future, I would ask Ben's replacement to narrow it down to three to five candidates. Just to make the task of interviewing easier but also to disappoint fewer people. The recommendation that I bring to the Board is for Jeff to be our ARBOT representative.

Kelly Noel made a motion to approve the ARBOT representative for the 2019-2022 year and Jason Karlen seconded. Motion carried.

C. Awards Committee—Jason Karlen

- i. The folks that are receiving awards are on page 45-46 of the board book. Hopefully everyone had a chance to meet them during brunch. We had very strong candidates this year. The new nomination process worked as intended. We received more nominations than we had in the past and, as a result of that, the quality of candidates was very high. In fact, we had two candidates for Career Achievement that we bumped up to Honor Alumni. The policy document allows us the ability to move folks around. The questions asked are structured intentionally so that we can move them around if we need to. We are going to address the policy document since we are delinquent on that. The policy changes that we are making on that document relate to the length of time people will be on the list, which will be three years. They will then fall off the list if they have not been selected for an award in three years.

D. Student Recruitment—Jessica Toth

- i. Report starting on page 47 of the board book. Thank you to everyone for participating in our notecard initiative. Just an FYI, two of the three ARBOTs are participating as well as a majority of the young alumni committee, some professors and Eric Hayes has been working with faculty who are also alumni. Faculty feedback has been, yes, we need to target more on diversity and we need to dispel rumors when we are recruiting students related to cost per value of Rose-Hulman as well as what Rose-Hulman has to offer. The faculty needs to be involved in this initiative. There have been opportunities for faculty to be involved but they haven't been reached out to, so we thought this would help bridge that gap. We had over 2,000 admitted but not yet committed students, when we got the data this past week. After scrubbing the data, everyone has 12 individuals to write to. The total of everyone writing notecards should be about 800 cards being mailed out; again, targeting diverse backgrounds. Where applicable, we teamed up geographic regions looking at females, targeting diverse backgrounds and ethnicity.

Nyle Riegle asked if alumni can provide their contact information in the event a prospective student would like to speak with them in regards to Rose-Hulman. Alumni can provide personal information and offer to meet a student but no meals can be purchased for a student. Steve Brady added that he will check and make sure if and what restrictions should be adhered to when making personal contact with prospective students.

- ii. Rose Representative Informational Sessions. In our last meeting we discussed combining the Young Alumni Committee with their spring event and inviting committed students and their families to these events in different cities and answering any questions. One thing that has become very apparent with the discussions amongst our group, as well as the professors, has been the need for more touchpoints with these students to help dispel the rumors. Apparently, there are a lot of rumors about cost. We thought this would be another avenue to show the culture of Rose-Hulman—we invite you, we're more like a family, if you have any questions please feel free to ask, this is a caring environment. This is a target for next year and the hope is that it will help with admissions as well.
- iii. We have also been working on "Closer" videos. Kedar Murthy and Bill Bess had originally put together an impromptu video. After discussions with Ben Paolillo and Communications, we need these videos to be more represented by

Communications. Informal videos with the Rose-Hulman name is just not something that Rose-Hulman is comfortable with publicly. It needs to be in a more professional setting, in the sense that Communications needs to help with that video and editing and making sure Rose is correctly represented on the video.

As you all know, the civil engineering videos have gone out. They went out through admissions to all individuals specifying civil engineering as a potential major or minor. With those videos, 100% of recipients opened the email and the video was watched. The civil department is also tracking students that come in with a survey that asks what helped influence their decision. We are hoping that feedback comes in as videos or notecards or something along those lines. That would give us a little more perspective. There are four other departments currently working on developing videos as well.

The closer videos that we want to work with Communications on is two-fold. One is working with our Award recipients and potentially taking 15-20 minutes with them to ask them questions, film it, and work with Communications on editing and producing videos to provide more perspective of what an alumni career could look like after attending Rose-Hulman and how Rose-Hulman made that success possible. This is a huge initiative and we would be working with Kedar's group. Anthony Primozych and Dieter Schultz from our team would be leading that effort but it is still in the initial stages.

We did suggest to the Admissions Office sending out either the "Year in Review" or "What Drives Me" videos. They thought the "What Drives Me" video was too over the top for admitted but not yet committed students, meaning that they may not understand the message from the President. So we did suggest the "Year in Review" video be blasted to all of them to give them another idea of Rose-Hulman culture. They are receptive to that idea.

- iv. The next thing we are working on is the guidance counselor network. This became apparent during our last meeting in Indianapolis. This is something that Kali Nordquist will be leading as part of our team once we kick this off. Basically, trying to understand what our process is, how do we contact these guidance counselors, what schools are we targeting and why, how often are we targeting them, and looking at opportunities to bring guidance counselors to campus to show them our campus, talk through things about Rose with them and make this worth their while by giving them PDU's or continuing education credits that they may need and bridging that gap. We do have professors that are interested in helping with that effort. Professors have given feedback that they know for a fact that we are not targeting certain schools that we need to based on a socio and economic perspective. We have some professors that are heavily interested in helping with this initiative.

Then there is the Rose video about what the total value is with respect to cost. When we meet with Communications to discuss 'Closer Videos' we will also be discussing this. It seems that cost is one of the primary rumors that faculty hear about from students, whether they are going to local science fairs or other student recruitment initiatives. Another rumor they told me about was that students don't feel like or understand that Rose offers sports teams. A lot of students do not want to attend Rose-Hulman based solely on that idea. Obviously, touchpoints with guidance counselors, touchpoints with the "Year in Review" video may help dispel some of these rumors.

- v. Steve Gillman added that he met with Camille Wallace, Interim Director of Diversity and Inclusion last month. To give some background on what we've been doing, this started with Jim Conwell. We being Warren Mickens, Darin Moody, Janet Cooper and myself. We met with Jim several times over the last couple of years and we realized stuff didn't pass on from him. One of the action items we talked about doing with Conwell was a 'conscious bias awareness training' for the Board of Trustees and members of the President's Cabinet. Rob Coons is on board with that to do the Cabinet training first and then the Board. We have someone on board to do the training at no cost.

E. Career Services—Kedar Murthy

- i. A couple of statistics; placement is 10% ahead of last year for the school. Placement last year was a total of 98%. Top offer this year is from Sales Force.com at \$130,000. That is the highest offer ever. Places like Yahoo and Amazon are not in the top this year with offers, it is Crane, Collins, and BMI Software.
- ii. Thanks to Jessica Toth and Ben Paolillo on defining how these videos need to be done. That was put on pause until we could get this taken care of; we will re-engage with Communications and the Committee going forward.
- iii. After talking with Chris Gresham, there has been some talk about permanent email addresses for all alumni, similar to what other schools have done. Ben added that the email addresses will go into effect with this graduating class.
- iv. There was discussion with Ben about sending a simple email about the new major, which is still being rolled out.

F. Young Alumni—Stefani Vande Lune and Matt Iwema

- i. We have been talking with Jessica Toth about how to make the spring alumni plus recruited student happy hours work. We are going to make sure that vision is in place for next year. The next thing coming up would be summer/fall happy hours to welcome new Rose-Hulman students to their new cities. We are working with our committee to figure out which cities we are going to target and where the class of 2019 is going.

Dieter Schultz added that he has been working with the Young Alumni and also with Jessica Toth on the recruiting side. One of the questions when picking a location for this is you're doing a Happy Hour for high school kids. Depending on what state you are in will decide whether you can or cannot do this. In Texas you can because you only have to be 18 to get into some locations. Dieter reached out to Charlie and asked, are we comfortable holding this type of an event? We got the blessing to do this but I think other people are going to run into challenges. What type of venue do we want to choose if we are going to be in alignment with admissions? Or, if they are hosting events in different areas, where they pick the venue, can we then coordinate with them in bringing some alumni over that are local to the area. That takes a lot of pressure off of trying to manage the venue, the scene and the age.

Jason Karlen added that he and his wife have hosted welcome parties for incoming freshman. They were hosted at our house and posed no problems. We were sent a box of swag and it was easy.

Ben Paolillo added that the combining of the two is where problems are occurring. When hosting in homes and inviting students, it's an admissions event. If inviting students and alumni, now it's an alumni event. Alumni events are allowed \$5/person up to \$125. This needs to be figured out moving forward. It could still be hosted at your home and you could be reimbursed the \$5; however, younger alumni may not have a house to host an event.

Jessica Toth added they had proposed different venues. When hosting these events a couple of years ago and inviting incoming students and their families, they were held at peoples homes, parks, micro-breweries that had an out door area with corn hole games and ping pong, at smaller restaurants, at bowling alleys, at arcade type places, etc. There are many venues outside of a bar. There are ideas on page 47 of the board book of potential names to call this initiative. We are trying to get away from the “Happy Hour” context.

VIII. Old Business

A. Board Giving Report—Nellie Hohne (Jason Karlen)

- i. It is 82% right now. Greg Gotwald added that we need to get that to 100% by the end of the year.

B. Summer ‘19 Meeting

- i. Saturday, August 10, 2019, 10 a.m. Exec. Meeting, 11:15 Committee meetings, 1 p.m. full board for lunch, 1:45 Board meeting starts. Meeting will be held in Madison, Wisconsin hosted by Kelly Noel. More details will be forthcoming.

C. Fall ‘19 Meeting

- i. November 1 (Friday), in Indianapolis. Location to be determined.

D. Spring ‘20 Meeting

- i. March 28, 2020 here at Rose-Hulman, will be Awards Celebration.

IX. Annual Meeting—approx. 1:30

- i. Annual Meeting Agenda officially called to order. No other participants attended the AAB meeting or this meeting. Dan Price moved to approve the meetings from last year’s meeting and moved to dispense with the rest of the agenda. Kelly Noel seconded.
- ii. Greg Gotwald asked that one item be removed from that. Under Old Business, we should have a vote to end the Annual Meeting because of no attendance. We have completely revamped how we elect officers and elect members, and we talked in the past about whether we need to have this official meeting. I would like to have the Board have a separate vote to make this official.

Dan Price rescinded his motion and changed it to just approving the minutes from the past meeting, Kedar Murthy seconded, motion passed.

X. Annual Meeting discontinued

- a. Greg Gotwald asked to make it official that there is no need to continue with the annual meeting since no one attended. Greg made the motion to approve discontinuing the Annual meeting.
- b. John McClain stated that when it came up about discontinuing the annual meeting, that there needed to be a way for alumni to ask this Board questions. Have there been any questions? Greg answered yes, there have been a couple. The monthly newsletter has a section where alumni can submit a question to the board and there was a question about our Rose-Hulman Wikipedia page and another alumni reached out about hosting an event and how to make that happen.
- c. Motion went up for a vote on discontinuing annual meeting, vote approved, motion carried.
- d. Annual meeting adjourned.

XI. Ceremonial passing of the gavel—Greg Gotwald

- a. Photo taken by Dan Price but official photo will be taken during Alumni Awards in front

of background.

XII. Presenting Ben Paolillo with gift for service—Greg Gotwald

- a. Greg Gotwald, Kelly Noel, and Dan Price presented Ben Paolillo with a framed photo of his time here at Rose-Hulman.
- b. Ben thanked everyone for the gift. He also wanted everyone to know that he appreciated working with everyone and getting to know everyone. It's been rewarding to work with those who volunteer their time to this institution. Ben thanked Steve Brady for his guidance and assured everyone that under Steve's guidance Rose is in a very good financial position. Ben also thanked his staff, Charlie Ricker and Holly Kowalski for their hard work and great customer service. Ben thanked the Board for their outstanding leadership heading forward. There have been many positive changes over the last couple of years with the Board and it has been a pleasure working with everyone.
- c. Dan Price wanted to recognize Greg Gotwald for his leadership. Greg has done an exceptional job with this board. The groundwork he laid the year before in reducing all of our thoughts as we rewrote the Constitution and Bylaws and policy—he was irreplaceable. Because of his vocation, he was willing to share his expertise as we pulled this together and locked it in place. With that we wanted to thank Greg and present him with a ceremonial gavel.

XIII. Adjournment—Greg Gotwald

- A. Kelly Noel made a motion to adjourn, Dan Price seconded, motion carried.

XIV. Alumni Awards Ceremony in the Lake Room of the Mussallem Union, 2:30 doors open at 3, Ceremony starts. Reception to follow at 4:30 in the Kahn Rooms.