MINUTES OF THE MEETING
UNIVERSITY OF HOUSTON SYSTEM
BOARD OF REGENTS MEETING

November 11, 2009

The Chair of the Board, Welcome W. Wilson, Sr., convened the meeting of The University of Houston System Board of Regents in the Athletics/Alumni Center, Melcher Board Room 100B, University of Houston, on Wednesday, November 11, 2009. The following members of the board were present: Welcome W. Wilson, Sr., Chair; Jim P. Wise, Vice Chair; Nelda Luce Blair, Secretary; Nandita V. Berry; Jarvis V. Hollingsworth; Jacob M. Monty; Mica Mosbacher; Carroll Robertson Ray; and Kristen Lindley. Regent Tilman J. Fertitta was unable to attend the meeting. Noting the presence of a quorum, Chairman Wilson called the meeting to order at 1:16 p.m.

*****

Action Items:

The first item on the agenda requiring board approval was the approval of minutes.

Regent Ray moved board approval of the minutes from the following meetings:

- April 21, 2009, Board of Regents Meeting
- August 11, 2009, Audit and Compliance Committee Meeting
- August 11, 2009, Finance and Administration Committee Meeting
- August 12, 2009, Academic and Student Success Committee Meeting
- August 12, 2009, Endowment Management Committee Meeting
- August 12, 2009, Facilities, Const. & Master Planning Committee Meeting
- August 18, 2009, Board of Regents Meeting

Regent Wise seconded the motion to approve the minutes as submitted. Regent Berry abstained. The minutes were approved by the majority of the board members present.

Chairman Wilson announced the next item on the agenda, Item D, UH Faculty Senate President, Dr. Dan Wells, will give a report on results of a University-wide Child Care Survey and an update of the goals of the Faculty Senate – University of Houston. Below is a brief overview of Dr. Wells' presentation:

- Dr. Wells addressed the board and welcomed the three new regents to the board.
- Two issues were addressed: The Development of a Center for Teaching Excellence and improvement in the Child Care Facilities at the University of Houston.
- The Faculty Senate is committed to improving student success. Dr. Wells believes that a Center for Teaching Excellence that would provide resources for improved teaching effectiveness, at all levels, was vitally needed.

- In a faculty-led initiative last week they took a major step in developing this concept. A group of 100 plus faculty, which included faculty senators, former teaching award winners, former recipients of teaching grant awards, and some others, came together to discuss the needs of teaching faculty and how they could productively address those through such a Center. It was an impressive start, said Dr. Wells, in what he envisions as the growth of a faculty-led Center that would vastly improve the teaching effectiveness here at the university.
- Dr. Wells briefly addressed adequate Child Care at the university. A Joint Child Care Task Force was formed comprised of the Faculty Senate, Staff Council, Student Government Association, and the Women's Commission. Short-term and long-term strategies were addressed. At the October Faculty Senate meeting, the results of the Joint Child Care Task Force presented a survey they had completed which addressed their recommendations. The results of this survey may be found at: http://www.uh.edu/fs/Child_Care_Report_102109.pdf. Dr. Wells stated that university faculty and staff, who have their children enrolled in this facility, were very pleased with the child care services provided to them, but the lack of space was a major concern. The survey also suggested there was an immediate need for an additional 300 spots and possibly double or triple that amount. Approximately 4,000 individuals had responded to the survey. The Task Force is working closely with administration as they address some of the issues that were raised.
- Dr. Wells stated this was the last time he would be addressing the board as Faculty Senate President. He introduced Dr. Mark Clarke to the board, who will replace him as the new Faculty Senate President effective January 1, 2010.

This item was for information only and required no action by the board.

Chairman Wilson continued the meeting and the Committee Reports were addressed as follows:

Academic and Student Success Committee – November 4, 2009:

Chairman Wilson stated the following items were approved by the Academic and Student Success Committee:

1. New Bachelor of Arts Degree in Communications Design – UH-Victoria

2. New Master of Arts Degree in Applied Economics – University of Houston

3. Modification of Admission Requirements for Freshmen at the University of Houston

4. Admission Requirements for Freshmen at the University of Houston-Victoria

5. Review of Position Statement on the Use of Race and Ethnicity in Student Admissions – UH System

Chairman Wilson called on the chair of the committee, Regent Carroll Robertson Ray, for her comments.

Regent Ray thanked the committee and administration for all of their hard work on all of the items addressed. Regent Ray particularly addressed No.3, concerning the Modification of Admission Requirements for Freshmen at the University of Houston and reiterated she was committed to student success which has been rooted in her family's (the Cullens/Robertsons) longtime support for this university. She has a particular interest in exploring the potential impact these proposed standards might have on student success; and it is important to understand that the proposed changes relate only to first-time-in-college (FTIC) freshmen and to those students who would have previously received automatic admission. They do not in any way preclude admission through individual review nor do they adversely impact the diversity of our student body of which we are justly proud, said Regent Ray. However, the UH Administration has asked for additional time to engage various constituencies on this matter. She stated that she was confident that if provided the information and data that had been shared with the Acadmeic and Student Success Committee, others would be as reassured and supportive as she was.

Regent Ray respectfully requested the Chairman tabled this item to accommodate further discussion. Chairman Wilson concurred with this recommendation and the item was tabled for further review.

Chairman Wilson then called for the motion to approve the remaining items as presented. Regent Ray moved for board approval of the remaining three items below. Regent Blair seconded the motion, and the following three items were unanimously approved by the board:

1. New Bachelor of Arts Degree in Communications Design – UH-Victoria
2. New Master of Arts Degree in Applied Economics – University of Houston
3. Admission Requirements for Freshmen at the University of Houston-Victoria

Regent Ray moved for board approval on the fourth item, Review of Position Statement on the Use of Race and Ethnicity in Student Admissions – UH System; Regent Blair seconded the motion. This item was approved by the majority of the board. Regent Berry voted no on this item.

Facilities, Construction and Master Planning Committee – November 4, 2009:

Chairman Wilson stated the following items had been approved by the Facilities, Construction and Master Planning Committee on November 4, 2009 and required board approval:

1. Approval of Operating Policies for The Wortham House – UH System

2. Approval is requested to delegate authority to the Chancellor to negotiate and execute an agreement conveying ownership of water lines and sanitary sewer lines

at the University of Houston System @ Sugar Land to the City of Sugar Land – UH System

3. Approval is requested to approve the members and appointment terms for the System-wide Art Acquisition Committee – UH System.

Chairman Wilson turned the meeting over to the chair of the committee, Regent Nelda Luce Blair, for her remarks.

Regent Blair stated Item 3, the System-wide Art Acquisition Committee, had been discussed at the committee level, and the committee would like to review the goals and mission of this committee and determine if some changes were warranted. Regent Blair also mentioned that there were two vacancies on this committee and recommendations from the board and the community would be considered.

Regent Blair then made a motion to approve the items as presented; Regent Wise seconded the motion, which passed unanimously.

Audit and Compliance Committee – November 5, 2009:

Chairman Wilson stated there were no items presented at the Audit and Compliance Committee on November 5, 2009 that require board approval at the board meeting.

Finance and Administration Committee – November 5, 2009:

Chairman Wilson announced the following items had been approved by the Finance and Administration Committee on November 5, 2009 and required board approval:

1. Approval is requested to delegate authority to the Chancellor to negotiate and execute contracts up to $11 million for the renovation of the Moody Towers Dining Hall – University of Houston;

2. Purchase Order for Public Broadcasting Service – University of Houston

Chairman Wilson turned the meeting over to the chair of the committee, Regent Jim P. Wise, for his remarks.

Regent Wise commented there was currently approximately $600 million in building construction. This was an exciting time at the university. He commented on the remarks made by the Chancellor Khator earlier during her Fall Address concerning the State's budget, and he assured everyone that our credit rating was secure. The Finance and Administration Committee, along with the board and competent administrative staff, would work diligently to manage things properly.

Regent Wise moved Board approval of the items as presented; Regent Blair seconded the motion, which passed unanimously.

Next on the Board agenda Chairman Wilson introduced the four new Academic and Student Success Committee items that would be presented to the board. All of these items were for information only.

Academic and Student Success Committee

Information Items:

The first item presented was the Annual Report on Intercollegiate Athletics – University of Houston. Regent Ray, chair of this committee, turned the meeting over to Mr. Mack Rhoades, Athletics Director, for his presentation to the board. Below is a summary of his presentation:

- Creating a vision for the future of UH Athletics: Tradition, Experience and Compliance;
- Tradition: to create and maintain winning sports programs with strong fan support; provide each coach and sports program with the guidance, facilities and resources to build and maintain a winning program in the conference; strive for all sports programs to finish in the Top 3 of Conference USA; and have several sports programs compete at the national level: baseball, men's basketball; women's basketball; football; and men's and women's indoor and outdoor track and field.
- Student-Athlete Experience: should be a quality educational, social and athletic experience ending with the award of an undergraduate degree; the **Cougar Leadership Development Program**, which would bring student-athletes together from freshmen year through graduation to learn skills to promote their well-being, academic potential, leadership ability and sense of responsibility to their community and would be the first program in CUSA.
- Compliance: to create a culture of commitment to compliance within all areas of UH Athletics operations and to insure UH Athletics is in strict adherence with NCAA, OCR, Conference, University and State of Texas rules and regulations through established departmental practices.
- Short Term Goals for the Program – Organizational Structure: Internal Operations, External Operations and Sports Program Support.
- Development of a UH Athletics Long-Term Strategic Plan: (1) Implement UH Athletics Strategic Vision; (2) Develop UH Athletics Goals; and (3) Develop Athletics Strategies.
- A 2008-2009 Year in Academics' review was given which included: (1) Academic Performance; (2) Student-Athlete Accomplishments; and (3) Team Accomplishments.
- A brief review of his first 100 Days and the new UH Athletics Administration was outlined: (1) Establishing new department culture; (2) enhancing student-athlete welfare; (3) enhancing development strategies; (4) enhancing communications; marketing and promotions; and ticketing strategies; (5) facility review and Robertson Stadium analysis; and (6) first regular season sell-out in Robertson Stadium history.
- University Exposure – Media, fans, community service, and special events.

A complete copy of Mr. Rhoades' powerpoint presentation was filed in the Board office.

The next item for presentation, Research Quarterly Report – University of Houston, was addressed. Dr. Birx, Vice Chancellor for Research, was unable to attend the meeting due to an illness. Regent Ray called on Dr. Liz Fletcher, who presented the report in his absence. A brief summary of her remarks are as follows:

- Year-to-date UH System FY 2009 awards were: UH-Downtown $2.5M; UH-Clear Lake $2.3M; UH-Victoria $2.3M.
- UH Main Campus YTD October FY10: Proposals: $161.2M; Awards $23.2M; and Expenditures: $10.2M.
- 187 Stimulus Proposals were submitted – Total Value: $148M; 101 Outstanding - $88.4M; 46 Not Funded/Withdrawn $41.1M; 37 Stimulus Awards Received: Total Value $11.1M.
- Several Recent Awards were announced as follows:
    - Xiaoliu Shaun Zhang, Biology and Biochemistry - $1.3M from NIH (4 yrs)
    - Jan Ake Gustafsson, Biology and Biochemistry - $3.2M from EPA (3 yrs)
    - Barbara Chapman, Computer Science - $500,000 from NSF (4 yrs)
    - Jim Granato, Center for Public Polilcy - $200,000 from NSF
    - Yuhua Chen, Electrical Engineering - $588,000 from NSF (ARRA) (6 yrs)
    - Nikolaos Tsekos, Computer Science - $1.4M from NSF (3 yrs)
    - Montgomery Pettitt, Chemistry - $142,000
    - Jack Fletcher, Psychology - $300,000 from TEA
    - T. Randall Lee, Chemistry; "Dmitri Litvinov, Electrical Engineering - $365,000 from NSF (3 yrs)
    - Tahir Hussain, Pharmacy - $1.6M from NIH (5 yrs)
    - Dmitri Litvinov, Electrical Engineering - $621,000 from NIH (ARRA) (2 yrs)
    - Michael Harold, Chemical Engineering - $1.2M from EPA (ARRA)
- UH ETF Award – TcSUH Applied Research HUB, Venkat Selvamanickam, Director, $3.5M from ETF; $3.8M from UH; and $8.8M from SuperPower and DOE.
- Several Research Highlights were given:
    - Joe Meppelink, Adjunct assistant professor, architecture and faculty research coordinator, and Andrew Vrana, visiting professor of architecture, recently won an AA/FAB award, an international competition in London;
    - Karen Stokes, Head of Dance Division in School of Theatre and Dance, choreographed and will perform in *The Recycle Club*, and Teresa Chapman, Associate Professor of Dance, will also perform in the production.
    - Numerous faculty scholarships
- The most significant initiative for Research, as underscored by Tier One requirements, was achieving and sustaining $150 million per year in research expenditures. Ancillary and associated goals are to increase academy members, post-docs, awards and graduate students.

A complete copy of the Research Quarterly Report was filed in the Board office.
The third item presented before the committee, Academic Presentation: The Arts at the University of Houston, was given by Dr. Karen Farber, Director of the Cynthia Woods Mitchell Center for the Arts and Special Assistant to the Provost/Community Liaison, UH Arts. Below are brief remarks from her presentation:

- Dr. Farber stated the mission of UH Arts was to imagine and give form to the new performance, images, sounds, designs and words that illuminate the human condition and define contemporary culture, and to provide students and audiences with dynamic intellectual and physical environments.
- The vision of UH Arts was to be an outstanding center for the study, practice and presentation of the arts; to contribute meaningfully to the cultural vitality that defines Houston as an increasingly global, cosmopolitan city; and to advance the creative process as a portal to innovation and problem-solving through partnership and collaboration across schools, departments, and disciplines.
- The UH Arts have 2,680 students: 2,313-undergraduate; 270-Masters; and 97-PhD.
- The major units are: Gerald D. Hines College of Architecture; School of Art; Blaffer Gallery, the Art Museum of the University of Houston; Creative Writing Program; Cynthia Woods Mitchell Center for the Arts; Moores School of Music; School of Theatre & Dance; and additional programs throughout the university.
- Faculty accomplishments include: Tony Award; "Coming Up Taller" award from the President's Committee on the Arts and the Humanities; Pulitzer Prize; US Artists Award; National Book Award; MacArthur "genius" Fellowship; Guggenheim 'Foundation Fellowships; and many more accolades.
- Partnerships with UH Arts include work with: Museum of Fine Arts, Houston; Alley Theatre; Houston Grand Opera; Inprint, Buffalo Bayou Partnership; Houston Arts Alliance; Third Ward organizations, HISD; and many other arts and community organizations.

The final information item presented before the committee was the Student Success Initiative Status Report. Regent Ray turned the meeting over to Dr. John Antel, Senior Vice Chancellor and Provost, who presented this item.

Dr. Antel gave an overview of the various initiatives related to student success at the University of Houston, which included the goals, actions, and metrics that would be used to measure progress in this area. The FTIC (First-Time-In-College) Student Success Project was outlined to the board. The goals of this project were to improve student preparedness, quality and motivation; improve student satisfaction; improve career success; improve graduation rates; and improve post degree education success.

Dr. Antel also stated that the University of Houston would change from college-based commencements back to a university-wide commencement. Several key reasons for this change include:

- National best practices confirmed that our national and state peers have university-wide commencement ceremonies;
- Degree-granting authority rests with the State of Texas and is delegated to the university president, and not a college dean; and

- Since it takes an entire university to graduate a student, it is the duty of the entire university to honor the graduates and properly salute their accomplishments.
- A Commencement Q&A was distributed which explained why this change was being made and reviews common questions about the ceremony. For additional information, please see UH's commencement website at: http://www.uh.edu/commencement/index.php.

Endowment Management Committee

Action Items:

Chairman Wilson stated there were three new action items requiring board approval. He turned the meeting of to the chair of the committee, Regent Jarvis V. Hollingsworth, who introduced the items.

1. Approval to transfer Wolff Endowments to UH Foundation – UH System
   Regent Hollingsworth stated according to UH System policy 3.F.02, approval was requested to transfer three endowment accounts from the UH System to the University of Houston Foundation. He turned the meeting over to Spencer Yantis, Associate Vice Chancellor for University Advancement who stated these accounts were gifted by Cyvia and Melvyn Wolff to the University of Houston and support scholarships at the College of Business. Mr. and Mrs. Wolff requested this transfer so that the awarding of scholarships from these endowments, which will take candidate's United States citizenship into consideration, was consistent with U.S. Supreme Court precedent.

2. Appointment of Endowment Investment Manager – UH System
   Dr. Carlucci stated the Endowment Management Committee had received a report from the UH System's investment consultant, Cambridge Associates, which identified three emerging markets equity firms for consideration as an investment manager for the Endowment Fund. The committee requests approval of Aberdeen Asset Management, PLC, as an emerging markets equity investment manager for the UH System Endowment Fund. Dr. Carlucci stated $1,000,000 had been invested. The annual management fee is 95 basis points or $9,500 per $1 million invested. A comparison chart was shown of the three emerging markets managers that were considered, along with a performance and risk analysis data sheet through September 2009.

3. Approval is requested to delegate authority to the Chancellor to negotiate and execute an amendment to the existing contract with Cambridge Associates to increase their level of service offering from general investment consulting to comprehensive advisory services and modify the fee structure from a fixed rate price per year to basis points of total assets – UH System
   Dr. Carlucci introduced this item to the board. He stated that we would have unlimited access to Cambridge resources including a broader array of asset class consultants, researchers, analysis assigned to our endowment fund to assist as we

build-out our investment strategies for hedge funds and private equity. This will also allow us to reach our long-term asset allocation targets more quickly and increase performance of the fund over time that is expected to more than offset the increased cost of these additional resources. The amendment is for a three year contract with 30-day "out for convenience" clause in the contract. Regent Hollingsworth stated that due to the volatility of market, the endowment needs more proactive monitoring. We also have a limited internal staff and by increasing our level of service arrangement to Cambridge's Comprehensive Advisory Service, they would provide unlimited access to all of the firm's resources, including:

- A team of up to three generalist consultants, with attendance at an unlimited number of in-person meetings or conference calls;
- Monthly and quarterly performance reporting;
- Access to all Cambridge research, including extensive due diligence reports on select alternative managers;
- A dedicated non-marketable alternative specialist consultant;
- A dedicated marketable alternative specialist consultant;
- Administrative assistance with gathering and completing the necessary documents for all investments, as well as tracking document flow and monitoring the custodian's receipt and disbursement of cash with respect to new and terminated investments; and
- Cambridge will provide audit support materials relating to the endowment's alternative investment assets that describe Cambridge's initial and ongoing due diligence process in detail and Cambridge's valuation tracking process for marketable alternative investment assets.

This new level of service will allow us to reach our long-term asset allocation targets more quickly and increase performance of the fund over time which is expected to more than offset the increased cost of these additional resources.

After hearing the presentations on these three action items, Chairman Wilson called for the vote. Regent Mosbacher move board approval of the three action items as presented; Regent Ray seconded the motion, which passed unanimously.

Chancellor's Report

The next item on the agenda was the Chancellor's Report regarding System-wide Accomplishments. Chairman Wilson called on Chancellor Khator for her report.

Below are some brief remarks from Dr. Khator's Report:

- UH-Clear Lake is celebrating its seventh annual Veterans Day Celebration with a community-wide campus event. This year's honored branch of service is the U.S. Marines. Walter Cunningham, former astronaut and Marine veteran, will be the keynote speaker; and the ceremony will include an Army helicopter flyover and display of vintage military vehicles and equipment.

- George Guillen, associate professor of biology and environmental science and executive director of the Environmental Institute of Houston, has received a $544,343 four-year award from the Texas Commission on Environmental Quality for his proposal "Armand Bayou Water Quality Improvement Grant."
- UH-Downtown President, Bill Flores, has been named to the Hispanic Business magazine's 100 Influentials' list for 2009. He was one of eight individuals honored in the magazines education sector.
- The National Science Foundation has awarded UH-Downtown close to $900,000 for a national scholarship program aimed at preparing high school science teachers. This award will allow at least 26 undergraduate students in the UHD Scholars Academy to complete degrees in sciences along with coursework required to earn Texas certification for secondary school teachers;
- As part of its community outreach, UH-Victoria will host the sixth Texas Computer Education Association Area III Educational Technology mini conference on campus. The mini conference offers more than 25 different sessions.
- Texas Governor Rick Perry joined UH-Victoria President, Tim Hudson, UH System Chancellor, Renu Khator, State Representative Geanie Morrison, State Senator Glenn Hegar, and numerous city and county officials for a ceremonial signing of House Bill 1056 in August. The legislation paved the way for the university to add freshmen and sophomores in the fall of 2010. Two weeks later, the university announced its new Degree in Three program, the first three-year bachelor's degree offered by a Texas public university. This program will begin in fall 2010.

After Dr. Khator's remarks, she turned the meeting over to Dr. Carlucci, who gave his report on the Annual Financial Reports (AFR) for FY2009. Dr. Carlucci stated this report had been presented at the Finance and Administration Committee on November 4, 2009 and the chair of the committee, Regent Jim P. Wise, requested he present it to the full board for their information. Below are a few excerpts from his presentation:

- The UH System combined FY 2009 Preliminary Results of Operations were: Revenues – Total $1,069.1 Million; Expenses – Total $1,005.4 Million. These expenses exclude construction spending from revenue bond proceeds.
- The total of $1,046.5M budget had been adjusted and restated from the previous budget amount of $1,069.1M.
- State Appropriations accounted for 27% of our revenues; 5% HEAF; Tuition and Fees accounted for 37%; Contracts & Grants 18%; Other Operating 9% and Endowment/Gifts 4%.
- Student Access and Success accounted for 67% of expenses; Infrastructure and Administration 20%; National Competitiveness 9%; and Community Advancement 4%.
- Revenues by UHS Component FY 2009 Preliminary Totals were as follows ($ Millions):
    - University of Houston - $781.9
    - UH-Clear Lake - $95.0
    - UH-Downtown - $129.6

  - UH-Victoria - $39.2
  - UH System Administration - $ 23.4
- Expenses by UHS Component (FY 2009 Preliminary Totals were as follows ($ Millions)
  - University of Houston - $748.3
  - UH-Clear Lake - $89.4
  - UH-Downtown - $115.6
  - UH-Victoria - $34.2
  - UH System Administration - $17.9

A complete copy of this powerpoint presentation has been filed in the Board office.

*****

The following four additional Board items required action by the board. The first three items were Resolutions of Appreciation – UH System for the three outgoing regents: Dennis D. Golden, O.D., Lynden B. Rose, and Calvin W. Stephens. Unfortunately, they were unable to attend the Board meeting, but these Resolutions of Appreciation were presented for to the Board for final approval.

Regent Jim Wise moved board approval of these three items; Regent Ray seconded the motion, which passed unanimously. The three outgoing regents will be presented their Resolutions of Appreciation at the next Board meeting scheduled in February 2010.

The last approval item presented to the Board was the Proposed List of Dates for Fiscal Year 2010 for the UH System Board of Regents Committee/Board Meetings – UH System. Chairman Wilson stated the remaining quarterly Board meetings would be held in February, May and August, with the Board Retreat scheduled in June. The committee meetings will still be held on a Tuesday and Wednesday the week prior to the Board meeting, but to accommodate schedules, the times for the Tuesday committee meetings have changed slightly from the FY2009 schedule.

Regent Carroll Robertson Ray moved board approval of this item; Regent Jim Wise seconded the motion, which passed unanimously.

******

Pursuant to Subchapter D of Chapter 551 of the Texas Government Code, which allows governing boards to meet in closed session, the Board of Regents went into Executive Session at 4:02 p.m. The Board reconvened the meeting at 5:16 p.m.

EXECUTIVE SESSION REPORT

Chairman Wilson reconvened the Board meeting at 5:16 p.m. and stated a Litigation Status Report and Legal Briefing was given by General Counsel, Dona Cornell. Other matters discussed were property and personnel issues.

Chairman Wilson stated a Special Called Board of Regents meeting would be called to address the purchase of hotel property in Victoria in the next few weeks.

There was no other Board action taken in Executive Session.

*****

INFORMATION ONLY

Chairman Wilson stated one individual had signed up for Open Forum.:

1. Mr. Daniel Arp, recent graduate from UH-Downtown, Spring 2009.

CHAIR'S REPORT

There was no Chair's Report given at the meeting.

There being no further business to come before the Board, the meeting adjourned at 5:16 p.m.

All documentation submitted to the Board in support of the foregoing action items, including but not limited to "Passed" agenda items and supporting documentation presented to the Board, is incorporated herein and made a part of these minutes for all purposes; however, this does not constitute a waiver of any privileges contained herein.

*****

Others Present:

Rene Khator	Tom Ehardt	Dan Wells
Carl Carlucci	Liz Fletcher	Suzanne LaBrecque
John Antel	Mack Rhoades	Mike Emery
Dona Cornell	Craig Ness	David Ashley White
Elwyn Lee	Elaine Charlson	Jon Aldrich
William Flores	Oscar Gutierrez	Raymond Bartlett
Tim Hudson	Karen Farber	Russell Lyman
Bill Staples	David Ellis	Carl Stockton
Don Guyton	Barbara Stanley	Katina Jackson
Rachelle Hecher	Barbara Duarte	David Bradley
Michelle Sabino	David Bell	Ed Jones
Ed Hugetz	Wayne Beran	Malcolm Davis
Johanna Wolff	Darren Dunn	Jeannie Kever
Mark Clarke	Daniel Arp	Dineta Frazier
Claudia Blaffer	Marquette Hobbs	Gerry Mathisen