

# Rhodes College Digital Archives - DLynx

## Minutes of the Meeting of the Board of Trustees of Southwestern at Memphis April 29, 1976

Item Type	Other
Authors	Board of Trustees
Publisher	Memphis, Tenn.: Rhodes College
Rights	Rhodes College owns the rights to the archival digital images in this repository. Images are made available for educational use only and may not be used for any non-educational or commercial purpose. Approved educational uses include private research and scholarship, teaching, and student projects. Original copies of the minutes are stored in the College Archives. For additional information please contact <a href="mailto:archives@rhodes.edu">archives@rhodes.edu</a> .
Download date	2025-05-12 17:36:29
Link to Item	<a href="http://hdl.handle.net/10267/7563">http://hdl.handle.net/10267/7563</a>

MINUTES OF THE BOARD OF TRUSTEES  
SOUTHWESTERN AT MEMPHIS  
April 29-30, 1976

\*\*\*\*\*

The regular meeting of the Board of Trustees of Southwestern At Memphis was held in the Edmund Orgill Room (Room 200) of S. DeWitt Clough Hall on the campus at 1:15 P.M. on Thursday, April 29, 1976, pursuant to written notice.

The meeting was called to order by the Chairman, Mr. Robert D. McCallum, and Dr. David H. Edington, Jr. led in prayer.

The members of the Board of Trustees present were:

<u>Synod of the Mid-South</u> Walk C. Jones III, '77 Robert D. McCallum, '76 William H. Mitchell, '77 Judith Mitchener, '78 Jere B. Nash, Jr., '77 M.D. Prouty, Jr., '76 Hewitt P. Tomlin, Jr., '77 Richard A. Trippeer, Jr., '78	<u>Elected by Trustees</u> L. Palmer Brown, '76 Charles P. Cobb, '77 Jefferson Davis, '77 David H. Edington, Jr., '77 Margaret R. Hyde, '77 Paul Tudor Jones, '76 Michael McDonnell, '76 William W. Mitchell, '76 Wayne W. Pyeatt, '78 Martin B. Seretean, '78 Sidney A. Stewart, Jr., '76 S. Shepherd Tate, '78 Spence L. Wilson, '77	<u>Synod of Red River</u> Dan F. Goodwin, Jr., '76 Evelyn Landis, '76  <u>FACULTY MEMBERS</u> James W. Jobes, '78 Fred W. Neal, '76 Charles Warren, '77  <u>STUDENT MEMBERS</u> Carol Louise Ellis George Herbert Gunn Arthur Lodge Kellerman
<u>LIFE TRUSTEES</u> Edmund Orgill		

James H. Daughdrill, Jr., President, ex officio  
 Frank M. Mitchener, Chairman, Development Council, ex officio

Present by Invitation

Robert G. Patterson Ray M. Allen Philip Ray Converse David C. Ferner Arthur Frantzreb	Josephine Hall Paul Hallock Loyd C. Templeton Anne Marie Williford Ron A. Yarbrough
---	---

The following members were absent:

<u>Synod of the Mid-South</u> Edgar H. Bailey, '78 John H. Bryan, Jr., '76 Sterling J. Edwards, Jr., '76 John W. Wade, '78	<u>Elected by Trustees</u> Walter P. Armstrong, Jr., '77 Stanley J. Buckman, '78 William B. Dunavant, '78 W. Neely Mallory, '76 Anne Wilson, '78	<u>Synod of Red River</u> Edward M. Carmouche, '77 G.R. Hollingsworth, '78 Kenneth G. Phifer, '77 William C. Rasberry, '78
--	---	--

The Chairman recognized the Secretary who stated that subsequent to the mailing to the Board of Trustees the Minutes of the Board of Trustees meeting held January 29-30, 1976, there had been received another page to the report of the Finance Committee involving the TIAA/CREF retirement annuities; that this matter had been considered and acted upon at that meeting, but at the time of

the mailing of the minutes that page had not been presented to the Secretary; and that this page, which was given to each of the Trustees and which is identified as Page 34, Attachment G-11 should be made a part of the minutes of that meeting.

On motion duly made and seconded, the minutes of the meeting of the Board of Trustees held on January 29-30, 1976, as amended by Page 34 Attachment G-11, a copy of all of which had been given to each member of the Board, were approved.

The Chairman recognized President Daughdrill who expressed on behalf of everyone our love and sympathy to Mrs. Evelyn Landis on the recent death of her husband, Fred.

The Chairman recognized Mr. Frank Mitchener, Chairman, Southwestern Development Council, to discuss the topic: "Preparing for a Capital Fund Campaign: What Every Trustee Should Know." Mr. Mitchener also presented Mr. David C. Ferner of Frantzreb, Pray, Ferner & Thompson, who then introduced Mr. Arthur C. Frantzreb, Chairman of that organization who spoke on "Philanthropy - The Difference In America/The Opportunity for the Mid-South."

Mr. Charles C. Cobb, Chairman of the Committee on Development and Institutional Advancement, was recognized, and he then introduced Mr. Philip Ray Converse, Executive Vice President, Robert F. Sharpe & Co., who spoke on "Planned Giving - The Way to Philanthropic Action."

Mr. Mitchener mentioned that to date approximately \$1,100,000 has been received in capital gift fund commitments.

The Chairman recognized Mr. George Herbert Gunn, a senior student representative to the Board of Trustees, who expressed gratitude for having had the opportunity of serving on the Board of Trustees.

The Board recessed at 3:10 P.M. in order for the various committees to meet during the afternoon and to prepare their reports for the meeting of the Board the following day at 9:00 A.M.

  
S. Shepherd Tate, Secretary

The Board of Trustees resumed its meeting on Friday, April 30, 1976, at 9:15 A.M. in the Edmund Orgill Room (Room 200) of S. DeWitt Clough Hall on the campus. The meeting was called to order by the Chairman, Mr. Robert D. McCallum, and the Reverend Dan F. Goodwin, Jr., led in prayer.

The members of the Board of Trustees present were:

<u>Synod of the Mid-South</u>	<u>Elected by Trustees</u>	<u>Synod of Red River</u>
Edgar H. Bailey, '78	Charles P. Cobb, '77	Dan F. Goodwin, Jr., '76
Walk C. Jones III, '77	Jefferson Davis, '77	G. R. Hollingworth, '78
Robert D. McCallum, '76	David H. Edington, Jr., '77	Evelyn Landis, '76
William H. Mitchell, '77	Margaret R. Hyde, '77	
Judith Mitchener, '78	Paul Tudor Jones, '76	<u>FACULTY MEMBERS</u>
Jere B. Nash, Jr., '77	Michael McDonnell, '76	James W. Jobes, '78
M. D. Prouty, Jr., '76	William W. Mitchell, '76	Fred W. Neal,
Hewitt P. Tomlin, Jr., '77	Martin B. Seretean, '78	Charles Warren, '77
Richard A. Trippeer, Jr., '78	Sidney A. Stewart, Jr., '76	
	S. Shepherd Tate, '78	<u>STUDENT MEMBERS</u>
	Spence L. Wilson, '77	Carol Louise Ellis
		Arthur Lodge Kellerman
<u>LIFE TRUSTEES</u>		
Edmund Orgill		

James H. Daughdrill, Jr., President, ex officio

Frank M. Mitchener, Chairman, Development Council, ex officio

Present by Invitation

Robert G. Patterson	Paul Hallock
Ray M. Allen	Loyd C. Templeton
David C. Ferner	Anne Marie Williford
Josephine Hall	Ron A. Yarbrough

The following members were absent:

<u>Synod of the Mid South</u>	<u>Elected by Trustees</u>	<u>Synod of Red River</u>
John H. Bryan, Jr., '76	Walter P. Armstrong, Jr., '77	Edward M. Carmouche, '77
Sterling J. Edwards, Jr., '76	L. Palmer Brown, '76	Kenneth G. Phifer, '77
John W. Wade, '78	Stanley J. Buckman, '78	William C. Raspberry, '78
	William B. Dunavant, '78	
	W. Neely Mallory, '76	<u>STUDENT MEMBERS</u>
	Wayne W. Pyeatt, '78	George Herbert Gunn
	Anne Wilson, '78	

Thanks was expressed to Mr. and Mrs. McCallum, for the lovely dinner which they gave in their home last night for the Board of Trustees.

In the absence of Mr. Armstrong, Chairman of the Committee on Board Directions and Leadership, the Chairman recognized Mr. Tomlin, who gave the following report for that Committee which was received. (Attachment A, pp. 8-9)

A motion was duly made, seconded and passed that the Board recommend to the Synod of Red River the names of <sup>W</sup>Maynard Fountain, Jr. and Evelyn Landis to serve as members of the Board of Trustees for the Class of 1979.

A motion was duly made, seconded and passed that the Board recommend to the Synod of the Mid-South the names of Robert D. McCallum, Morton D. Prouty, Jr., S. Herbert Rhea and Henri P. Watson, Jr. to serve as members of the Board of Trustees for the Class of 1979.

Upon nominations made and votes cast the following were elected to the Board of Trustees:

L. Palmer Brown	W. Neely Mallory
Paul Tudor Jones	William W. Mitchell
Michael McDonnell	Sidney A. Stewart, Jr.

Upon nominations made and votes cast the following were elected as officers of the Board of Trustees for the coming year:

Chairman	- Robert D. McCallum
Vice Chairman	- Walter P. Armstrong, Jr.
Secretary	- S. Shepherd Tate
Treasurer	- Wayne W. Pyeatt

A motion was duly made, seconded and passed that the meetings of the Board of Trustees for 1976-77 session be held on October 21-22, 1976 and March 10-11, 1977.

The Chairman called upon Mr. Cobb, Chairman of the Committee on Development and Institutional Advancement to make a report for that Committee. Mr. Cobb made the following report which was received (Attachment B, p. 10)

In the absence of Dr. Wade, Chairman of the Committee on Faculty and Educational Programs, the Chairman recognized Mr. Nash, who gave the following report for that Committee which was received. (Attachment C, p. 11)

A motion was duly made, seconded and passed that Rebecca Sue Legge be promoted from Instructor to Assistant Professor.

A motion was duly made, seconded and passed that the degrees which will be approved by the Faculty Committee on Curriculum, Standards and Standing and granted by the college on June 1, 1976, and August 30, 1976, be approved.

A motion was duly made, seconded and passed that the following student, together with any others who may make application to and be approved by President Daughdrill before the graduation date, be permitted to graduate in absentia on June 1, 1976, or in the case of summer candidates, be permitted to be absent from the June 1, 1976, ceremonies:

*Jimmie Dale Batton	*Joseph Chi-Chung Ho	*Robert Calvin Chumney
*Wei-Wong Robert Chiong	*Lola Lynn Langdon	
*Robert Lindsey Donnell	Gordon Estes Watkins	

The Chairman called upon Mr. William W. Mitchell, Chairman of the Finance Committee, to make a report for that Committee. Mr. Mitchell made the following report, which was received (Attachment D, pp. 12-38)

\*granted permission by President Daughdrill after meeting of Board of Trustees.

Upon motion duly made and seconded, the following Resolution was passed expressing our appreciation to Mr. Snowden Boyle, Sr. for his many years as Chairman of the Investment Committee (Attachment D, p. 15)

Upon motion duly made and seconded, the nomination of Sidney A. Stewart, Jr. as Chairman of the Investment Committee was approved.

Upon motion duly made and seconded, the following resolution was passed:

The attached Resolutions "Southwestern At Memphis TIAA/CREF Retirement Plan," and "Southwestern At Memphis TIAA/CREF Tax Deferred Annuity Plan," be approved by the Board subject to corrections, editing and final approval by President Daughdrill and legal counsel.

(Attachment D, pp. 17-30 and pp 31-38)

Pursuant to provisions of the ByLaws, the Chairman made the following appointments to the Investment Committee:

B. Snowden Boyle	Paul L. Hallock
William B. Rudner	Robert D. McCallum
Joseph S. Sims	W. Neely Mallory
James H. Daughdrill, Jr.	Sidney A. Stewart, Jr.

A motion was duly made, seconded and passed that we continue for one year, as a part-time employee, the employment of Mrs. Hazel Bihm, as an exception to our usual policy. (Attachment D-3, p.14)

The Chairman called upon Dr. Paul Tudor Jones, Chairman of the Students and Campus Life Committee, to make a report for that Committee. Dr. Jones gave the following report which was received (Attachment E, pp. 39-40)

Upon motion duly made and seconded, the following resolution was unanimously adopted:

Charles Ireys Diehl will retire June 30 of this year. He has been an integral part of Southwestern At Memphis for more than fifty years and has been a member of the faculty and administration since 1947.

As Dean of Men his leadership of men and personal support of the weak as well as the strong has served as a model for all who would work as Christian men or women among their fellow men. His kindness and patience as a teacher of the young and as a friend to all has been an example of that quality that is Southwestern At Memphis.

Therefore the Board of Trustees of Southwestern At Memphis records its deep appreciation for his contributions to the life of this college.

Dr. Jones called upon Dean Williford, Dean of Students, who introduced Mr. Dick Thornton, the new Athletic Director and Head Football Coach.

Coach Thornton spoke briefly of his background, that it was wonderful to be at Southwestern, that the cooperation he had received was fantastic, and that he would do his best to put Southwestern at the highest possible scale in all phases of the athletic program.

The Chairman thanked Coach Thornton for coming to the meeting and stated that we were delighted and fortunate to have him as part of the Southwestern community.

Dr. Jones then called on Assistant Dean of Students, Mr. Bo Scarborough, to make a presentation relative to establishing a rathskeller in the basement of the Briggs Student Center.

Dr. Jones then suggested that the Buildings and Grounds Committee make its report before voting on the proposed rathskeller.

The Chairman called upon Mr. Walk Jones, Chairman of the Committee on Buildings and Grounds, to make a report for that Committee. (Attachment F, pp. 41-43) Mr. Jones recommended that the establishment of a rathskeller be approved in principle at a location to be approved by the Administrative Management Team after consultation with Dean Scarborough, the Memphis members of the Buildings and Grounds Committee and reported to the faculty for information with opportunity for comment.

A motion was duly made, seconded and passed that we approve in principle the establishment of a rathskeller at a location to be approved by the Administrative Management Team after consultation with Dean Bo Scarborough, the Memphis members of the Buildings and Grounds Committee and reported to the faculty for information with opportunity for comment. (Attachment G, pp. 44-53)

Mr. Davis and Dr. Edington voted against the motion.

A motion was duly made, seconded and passed that the President and the Administrative Management Team be asked to procure suitable earthquake insurance on the college buildings.

A motion was duly made, seconded and passed that the Board approve a not-to-be-published addendum to the first five years' portion of the Ten Year Master Plan to provide \$20,000 per year, as and if needed for up to five years to locate and correct existing leaks and to prevent future leaks in the Frazier Jelke Science Center.

After a short recess, the Chairman called upon President Daughdrill for a few remarks.

President Daughdrill pointed out that there had been some litigation in the Chancery Court of Shelby County, Tennessee, regarding the Klewer Estate and that a settlement had been worked out by Jesse Johnson, Esquire, the college attorney, whereby Southwestern would receive 60 percent and the other heirs would receive 40 percent, with Southwestern receiving approximately \$42,000.00.

A motion was duly made, seconded and passed that we accept the recommendation of Mr. Jesse Johnson in this settlement of the litigation in the Klewer Estate.

The Chairman pointed out that Mr. Goodwin had completed his term on the Board, and he thanked him for all of his fine services as a Board member.

Mr. Goodwin stated how much he had enjoyed being a member of the Board and what it had meant to him.

The Chairman presented to Mr. Goodwin a plaque in recognition of his services on the Board. Similar plaques will be presented to Dr. Edwards and Mr. Bryan, who also have completed terms on the Board.

The Chairman also stated that Dr. Fred Neal, a faculty member of the Board, has completed his term, and the Chairman expressed his appreciation for his fine services.


Dr. Neal in turn expressed his appreciation for the opportunity of having served on the Board.

The Chairman stated also that the Board was fortunate to have had on the Board as student members Ms. Carol Ellis and Mr. Arthur Kellerman, who in turn expressed their appreciation of having had the opportunity to serve on the Board.

The Chairman mentioned that Mr. Edmund Orgill, Life Trustee, continues to be of service to the Board and to attend meetings. The Chairman thanked Mr. Orgill and said that he hoped he would continue meeting with the Committee on Development and Institutional Advancement.

The Chairman stated that the Board would go into Executive Session.

There being no further business to come before the meeting, the meeting was adjourned at 11:35 A.M.

  
\_\_\_\_\_  
S. Shepherd Tate, Secretary



REPORT OF COMMITTEE ON BOARD DIRECTIONS AND LEADERSHIP - April 29, 1976

The committee met at 3:30 P.M. on Thursday, April 29, 1976 in Room 200, S. DeWitt Clough Hall. Present were Judith Mitchener, Sidney A. Stewart, Jr., Fred W. Neal, James H. Daughdrill, Jr., and Robert D. McCallum. Hewitt Tomlin, Jr. acted as Chairman in the absence of the regular chairman, Walter P. Armstrong, Jr.

The minutes of the last meeting were approved. The first order of business was the consideration of Synod-elected Trustees, to serve as members of the Class of 1979. Placed in nomination as candidates for Trustees from the Synod of Red River were the names of W. Maynard Fountain<sup>Jr.</sup> and Evelyn Landis. There were also placed in nomination as candidates for Trustees from the Synod of the Mid-South, the following: Robert D. McCallum, Morton D. Prouty, Jr., S. Herbert Rhea and Henri P. Watson, Jr. Upon motion duly made, seconded and carried, those above named were recommended to the Board for nomination to the Board of Trustees, subject to being confirmed by their respective Synods.

The following names were placed in nomination to be elected to the Board by the Board of Trustees themselves. They are: L. Palmer Brown, Dr. Paul Tudor Jones, Michael McDonnell, W. Neely Mallory, William W. Mitchell, and Sidney A. Stewart, Jr. Upon motion duly made, seconded and carried, those persons heretofore named were approved to be placed in nomination before the Board of Trustees.

Again, by motion duly made, seconded and carried, the following names were placed in nomination to serve as officers of the Board of Trustees for the coming year. They are: Chairman, Robert D. McCallum; Vice Chairman, Walter P. Armstrong, Jr.; Secretary, S. Shepherd Tate and Treasurer, Wayne W. Pyeatt.

The next item of business to come before the committee was a report by President Daughdrill on the Personal and Career Counseling Service. At the previous meeting of this committee, President Daughdrill announced the suggestion of providing a suite on campus for visiting ministers from the various presbyteries, having announced that the Director of the Personal and Career Counseling Center had resigned that position, effective June 30. President Daughdrill reported that the Synod of the Mid-South, as well as the Synod of Red River, had been contacted and advised of the proposed change-over. In addition, he stated that some 92 ministers had been consulted by postcard, and that there was an approximate 85% affirmative response to the proposal. President Daughdrill reported further that the Board of Directors of the Counseling Center had met and considered the matter, and asked that the opposing of the closing of the Center be placed on a status quo basis until the Synod of the Mid-South meets in Huntsville, sometime in May. It was pointed out that the Center will continue to operate until June 30, 1976, and that a final report on this matter will be submitted to this committee and to the Board in October.

There came up for discussion the matter of meeting dates of the Board of Trustees. Chairman McCallum suggested that this committee give serious consideration to recommending to the Board of Trustees that hereafter, at least on a one year trial basis, that only two meetings a year be held, rather than three. There followed a general discussion as to some of the problems that might exist in a change-over from a three-meeting to a two-meeting format. In this regard it was brought out that the Board could empower the Finance Committee to develop a budget and to thereafter report to the Board at the March meeting. It was further pointed

out that at least two other committees, the Board Directions and Leadership Committee, and the Honorary Degrees Committee, would in all likelihood meet separate and apart from the Board, the early part of the year in order to make their recommendations at the March meeting. Chairman McCallum also pointed out that other committees, as need be, could meet whenever desired.

Upon motion duly made, seconded and carried, it was recommended to the Board of Trustees, that for the next year two meetings be held in lieu of three and that those meeting dates be October 21 and 22, 1976, and March 17 and 18, 1977.

The final item to come before the committee was discussion of names of prospective Board members for next year. By motion duly made, seconded and carried, it was resolved that the prospect list be brought up-to-date and that it be mailed out to this committee for consideration prior to the next meeting, or possibly at a special meeting of the committee.

There being no further business to come before the committee, by motion duly made, seconded and carried, the meeting was adjourned.

REPORT OF THE COMMITTEE ON DEVELOPMENT AND INSTITUTIONAL ADVANCEMENT

The committee met in Room 300, S. DeWitt Clough Hall on April 29, 1976.

Mr. Loyd Templeton reported on the activities of the Alumni Council, especially the work being done in career planning with current students.

Dean Charles Diehl reported on the thirteen alumni meetings being held across the country. These involve alumni and spouses, parents of current and prospective students, and prospective students. Several members of the college attend these gatherings.

Mr. Ron Yarbrough reported that Mr. Josh Brown has resigned, effective June 30, 1976, as Director of the Southwestern Fund, and Mr. Park Moore is returning to the ministry in May. He said interviews for these positions have begun and that he hopes to have them filled very soon. He also said that Mr. Robert Sharpe, Jr., who graduates in May from Vanderbilt, will join the staff as Assistant Director of the Southwestern Fund.

Mr. Yarbrough also reported:

- a. Total private giving to date is \$1,162,000 - \$247,000 ahead of the same time last year.
- b. Diehl membership at the \$10,000 level is down from last year, but membership at the \$5,000 level is up.

The committee recommends that an appropriate letter of thanks be sent from the Board to Messrs. Whit Brown, Sam Weintraub, Leon Ray, John Whitsitt and Douglas Hatfield for their volunteer leadership in the 1975-76 Southwestern Fund. Resolutions of thanks were also voted for Mr. Charles Cobb and Mrs. Judith Mitchener for their leadership in this year's campaign.

Mr. Josh Brown outlined his plans for campaign activity for the last two months of the campaign. He reported that toward the goal of \$600,000, more than \$462,000 has been received.

Mr. Frank Mitchener reported that capital gifts and expectancies so far amount to \$1,107,000. He also outlined the plan for the future with regard to the campaign.

Mr. Moore reported that a planned giving brochure and letter were sent recently. Some response has already been received and one couple indicated that Southwestern has been included in their will.

Mr. Moore also reported that the Synod of Red River's Visiting Team came to Southwestern earlier this month and did an in-depth study of Southwestern as required by the Synod's ByLaws. Also a "target list" of churches has been developed and regular communication is conducted with these churches. Some churches replied to a recent mailing with money for scholarships.

REPORT OF THE COMMITTEE ON FACULTY AND EDUCATIONAL PROGRAM - April 29, 1976

The Committee was called to order by Mr. Jere Nash, in the absence of the Chairman, Dr. John W. Wade. Besides Mr. Nash, those present were Trustees Morton D. Prouty, Jr., Martin B. Sereteau; faculty members Jack Farris, Richard D. Gilliom, Jack U. Russell, Charles O. Warren (faculty Board member); students Dayna Deck and Ted Eastburn; and ex officio administrators Ray M. Allen, Mary Jo Miller, and Robert G. Patterson.

Dean Patterson informed the committee of probable recommendations of the administration on upcoming tenure decisions.

The committee discussed the issue of faculty evaluation and the faculty memorandum on that subject which President Daughdrill had previously sent to members of the Board. Faculty members present described more fully the context in which the memorandum had been written and various aspects of the issue itself. They observed that there had indeed been differences of opinion on the issue, but that there was every expectation that after further discussion the issue would be satisfactorily resolved. The faculty members present particularly assured the committee that the memorandum was limited in intention and scope and did not reflect a fundamentally disintegrating situation, and on behalf of themselves and other members of the faculty they reaffirmed support and appreciation for the work being done by President Daughdrill.

Dean Allen made a brief report on procedures and problems in meeting financial needs of students and allocating available financial aid.

The following motions were passed by the committee and recommended to the Board for adoption:

1. That Rebecca Sue Legge be promoted from Instructor to Assistant Professor.
2. That the degrees which will be approved by the Faculty Committee on Curriculum, Standards and Standing and granted by the college on June 1, 1976, and August 30, 1976, be approved.
3. That the following student, together with any others who may make application to and be approved by President Daughdrill before the graduation date, be permitted to graduate in absentia on June 1, 1976; or in the case of summer candidates, be permitted to be absent from the June 1 ceremonies.

Mr. Gordon E. Watkins.

The meeting was adjourned at 5:15 P.M.

REPORT OF THE COMMITTEE ON FINANCE - April 29, 1976, 3:30 P.M.-5:00 P.M.

The committee convened at 3:30 P.M. in the Directors Room of Palmer Hall. Members present were: Messrs William W. Mitchell, Chairman; Wayne W. Pyeatt, William H. Mitchell, Richard A. Trippeer, Jr., Charles C. Orvis, James Ramsey, James W. Jobes, Raymond Fitzgerald, Paul L. Hallock and Miss Carol Ellis. Present by invitation was Professor Marshall Phillip Jones.

The committee received the attached recommendations from the Administrative Management Team:

- a. the Administrative Leave Policy, and
- b. continuation of employment for Mrs. Hazel Bihm.

The committee approved (a) with respect to financial impact and recommends that it be channeled to the Executive Committee for possible approval as personnel policy.

The committee recommends channeling (b) to the Executive Committee for its consideration.

It was discussed by the committee that personnel policy matters have not been assigned to this committee nor have they been assigned to any other standing committee of the Board. It was the consensus of the committee that the Board might want to consider forming a standing committee to handle personnel policy matters or else to assign these matters to an existing standing committee.

The committee approved the attached resolution of appreciation for Mr. Snowden Boyle, Sr. and recommends its adoption by the Board of Trustees.

The Finance Committee approved the nomination of Mr. Sidney A. Stewart, Jr. as Chairman of the Investment Committee and recommends the approval of this nomination by the Board of Trustees.

It was the consensus of the committee that it would be advantageous for Mr. Stewart to be a member of the Finance Committee. Thus the committee asks that the Board approve this appointment.

The committee received as information the attached Budget Report for March 1976 and the attached Endowment Performance Report through March 31, 1976.

The committee raised the question of the formal procedure for engaging an accounting firm to perform the college's annual audit. (The audit has been performed in the recent past by Ernst & Ernst). The feeling was expressed in the committee that a member of the Board (perhaps the Treasurer) or a committee of the Board should possibly have the formal responsibility for securing an audit.

The committee received a recommendation as described in the attached memorandum from Professor Marshall Jones and the attached documents, "Southwestern At Memphis TIAA/CREF Retirement Plan" and "Southwestern At Memphis Tax-Deferred Annuity Plan." These documents were approved by the college's Advisory Committee on Fringe Benefits. The Finance Committee voted to recommend to the Board that:

The attached resolutions, "Southwestern At Memphis TIAA/CREF Retirement Plan," and "Southwestern At Memphis TIAA/CREF Tax Deferred Annuity Plan," be approved by the Board subject to corrections, editing, and final approval by President Daughdrill and legal counsel.

There being no further business the committee adjourned.

TO: Finance Committee  
FROM: Paul L. Hallock

The following recommendations are presented to the Finance Committee by the Administrative Management Team. The Administrative Leave Policy was passed by the Administrative Management Team on March 31, 1976, and the recommendation to defer retirement for Mrs. Hazel Bihm was approved April 14, 1976. It is requested that the Finance Committee endorse these actions and recommend approval by the full Board.

ADMINISTRATIVE LEAVE POLICY

3/31/76

Following each six years of full-time service with the college, members of the Administrative Management Team become eligible for a leave of absence, with pay, of up to thirteen (13) weeks. Unless otherwise approved by the President, administrative leave must be taken during the months of June, July, and August. In order to be considered for the leave of absence, the individual must submit a program indicating the desired dates of the leave of absence and the program to be followed during this leave. The President will authorize the leave if the program conforms to the overall needs and objectives of the college. Requests for such a leave should be submitted to the President at least six months in advance of the beginning date of the leave. Earned vacation for the affected one-year period is not diminished by Administrative leave.

The President and the Executive Vice President and Academic Dean of the College, as distinct from other members of the administration, are eligible for up to five months of leave of absence with pay. They may take their leave at any time after six years of full-time service to the college.

A minimum of ten (10) weeks of leave is mandatory on the part of the President and the Executive Vice President and Academic Dean following each six years of service to the college. They are not required to provide a specific program or proposal for their leave of absence.

For administrators who are also faculty members, only one leave of absence with pay (faculty or administrative) will be applicable. The exact leave policy will be determined by the primary responsibility of the individual over the past six years.

An administrator on leave must agree to return to the service of the college for a period of at least one year following the expiration of the leave. An administrator who fails to return or remain in service for the time specified is obligated to refund to the college the amount paid to him while on leave or the proportion of the amount equivalent to the time which he failed to serve in accordance with his agreement

\*\*\*\*\*

RETIREMENT OF MRS. HAZEL BIHM

Mrs. Hazel Bihm, presently employed as a part-time secretary for the Department of International Studies, has reached the age of 70. Mrs. Bihm is energetic, effective and a real asset to this department.

Current college policy requires mandatory retirement after reaching this age. Upon recommendation of Dr. Robert G. Patterson, Executive Vice-President and Academic Dean, the administration is asking the Finance Committee to recommend to the full Board that Mrs. Bihm's employment be continued for the 1976-77 fiscal year and that her employment be placed on a year-to-year basis at the discretion of the Academic Dean.



As Chairman of the Investment Committee of Southwestern At Memphis, B. Snowden Boyle has given tirelessly of his time and of his expertise to this important college endeavor. With uncommonly good judgment his influence has been felt by his fellow committee members and by investment advisors alike. With judicious wisdom he has helped the committee to adopt sound investment principles. With high ideals he has led the committee in immediate and long term service to the college.

We, therefore, record in these minutes of the Board of Trustees of Southwestern At Memphis our deep appreciation for this work well done and this expression of our gratitude to B. Snowden Boyle.

Adopted by the Board of Trustees,  
April 30, 1976

---

Secretary of the Board



MONTHLY BUDGET REPORT

Month (through) March 1976

SOUTHWESTERN AT MEMPHIS

	MONTH			YEAR TO DATE			ANNUAL	
	1/12 Budget	Actual March	Percent Actual/ Budget	9/12 Budget	Actual	Percent Actual/ Budget	Annual Budget	Percent Actual/ Budget 9/12=75.0
<b>INCOME</b>								
<b>EDUCATIONAL &amp; GENERAL:</b>								
Tuition & Fees	\$225,729.17	\$ 101,812.49	45.1	\$2,031,562.53	\$2,475,521.03	121.9	\$2,708,750.00	91.4
Annual Support Program	37,758.33	52,502.49	139.0	339,824.97	360,481.64	106.1	453,100.00	79.6
Endowment Income	35,916.67	47,551.09	132.4	323,250.03	262,623.44	81.2	431,000.00	60.9
Church Gifts & Grants	13,750.00	12,716.65	92.5	123,750.00	114,134.41	92.2	165,000.00	69.2
Continuing Education	833.33	899.05	107.9	7,499.97	11,001.28	146.7	10,000.00	110.0
Other Income	<u>11,250.00</u>	<u>11,088.00</u>	98.6	<u>101,250.00</u>	<u>49,045.91</u>	48.4	<u>135,000.00</u>	36.3
<b>TOTAL EDUCATIONAL AND GENERAL</b>	<b>325,237.50</b>	<b>226,569.77</b>	<b>69.7</b>	<b>2,927,137.50</b>	<b>3,272,807.71</b>	<b>111.8</b>	<b>3,902,850.00</b>	<b>83.9</b>
Auxiliary Enterprises	87,326.67	17,775.73	20.4	785,940.03	1,037,612.10	132.0	1,047,920.00	99.0
Student Aid	<u>3,750.00</u>	<u>-0-</u>	<u>-0-</u>	<u>33,750.00</u>	<u>37,052.48</u>	109.8	<u>45,000.00</u>	82.3
<b>TOTAL INCOME BUDGET</b>	<b>416,314.17</b>	<b>244,345.50</b>	<b>58.7</b>	<b>3,746,827.53</b>	<b>4,347,472.29</b>	<b>116.0</b>	<b>4,995,770.00</b>	<b>87.0</b>
<b>EXPENSE</b>								
<b>EDUCATIONAL &amp; GENERAL:</b>								
Instruction & Research	145,353.33	149,513.97	102.9	1,308,179.97	1,289,738.63	98.6	1,744,240.00	73.9
Library	17,226.58	13,644.60	79.2	155,039.22	154,651.36	99.7	206,719.00	74.8
Athletics	15,591.43	28,661.50	183.8	140,322.87	161,412.54	115.0	187,097.00	86.3
Student Services	32,127.00	28,176.18	87.7	289,143.00	278,959.18	96.5	385,524.00	72.4
Plant Operation & Maint.	53,045.58	61,389.89	115.7	477,410.22	425,645.16	89.2	636,547.00	66.9
General Administration	69,467.08	65,444.82	94.2	625,203.72	547,236.27	87.5	833,605.00	65.6
<b>TOTAL EDUCATIONAL &amp; GENERAL</b>	<b>332,811.00</b>	<b>346,830.96</b>	<b>104.2</b>	<b>2,995,299.00</b>	<b>2,857,643.14</b>	<b>95.4</b>	<b>3,993,732.00</b>	<b>71.6</b>
Auxiliary Enterprises	56,419.83	99,881.69	177.0	507,778.47	539,769.27	106.3	677,038.00	79.7
Student Aid	<u>27,083.34</u>	<u>(4,418.74)</u>	<u>16.3</u>	<u>243,750.06</u>	<u>161,926.59</u>	66.4	<u>325,000.00</u>	49.8
<b>TOTAL EXPENSE BUDGET</b>	<b>416,314.17</b>	<b>442,293.91</b>	<b>106.2</b>	<b>3,746,827.53</b>	<b>3,559,339.00</b>	<b>95.0</b>	<b>4,995,770.00</b>	<b>71.2</b>
<b>EXCESS OF INCOME OVER EXPENSE (DEFICIT)</b>	<b>\$ -0-</b>	<b>\$(197,948.41)</b>		<b>-0-</b>	<b>\$ 788,133.29</b>		<b>\$ -0-</b>	

SOUTHWESTERN AT MEMPHIS

INVESTMENT PORTFOLIO

<u>DATE</u>	<u>ADDED OR WITHDRAWN AMOUNT</u>	<u>STANDARD &amp; POORS ADJ. FOR INCOME</u>	<u>DOW JONES ADJ. FOR INCOME</u>	<u>VALUE OF THE ACCOUNT</u>	<u>NUMBER OF UNITS</u>	<u>TOTAL VALUE PER UNIT</u>	<u>INCOME SINCE INCEPTION</u>	<u>INCOME VALUE /UNIT</u>	<u>PRINCIPAL VALUE /UNIT</u>
12/31/75	9,168,628.82	90.19	852.41	9,168,628.82	91,686.29	100.00	.00	.00	100.00
1/15/76	(4,125.00)	96.76	926.05	9,566,355.13	91,646.77	104.38	24,456.47	.27	104.11
1/31/76	(25,743.14)	101.17	978.46	9,676,642.38	91,403.61	105.87	25,456.47	.28	105.59
2/15/76	(1,000.00)	100.13	963.08	9,552,511.02	91,394.04	104.52	43,010.11	.47	104.05
2/29/76	(37,026.82)	100.32	978.76	9,570,568.01	91,041.81	105.12	63,363.29	.69	104.43
3/15/76	(880.00)	100.55	982.09	9,658,338.43	91,033.52	106.10	112,293.21	1.23	104.87
3/31/76	(48,929.92)	103.68	1,008.67	9,784,589.16	90,580.55	108.02	115,416.61	1.26	106.76

SOUTHWESTERN AT MEMPHIS  
TIAA-CREF RETIREMENT PLAN

This Resolution plus the booklet "Your Retirement Annuity" provide each participant a Summary Plan Description of the TIAA-CREF retirement plan.

**DRAFT**

TABLE OF CONTENTS

Section Number

I	Establishment of Plan
II	Eligibility
III	Participation
IV	Normal Retirement Age
V	Extension of Service
VI	Plan Contributions
VII	Annuity Contracts
VIII	Leave of Absence
IX	Repurchase
X	Retirement Benefits
XI	Death Benefits
XII	Plan Year
XIII	Administrator
XIV	Application for Benefits
XV	Requests for Information and Other Claims Procedures
XVI	Amendment
Appendix A	Definitions and Examples

Retirement Resolution

I. This Retirement Resolution sets forth the provisions of the TIAA CREF retirement plan established by the Board of Trustees of Southwestern At Memphis, herein referred to as the College, as of January 1, 1945, and amended through May 30, 1976. The effective date of this Retirement Resolution is January 1, 1976. Contributions under this defined contribution (money purchase) plan are applied to individual annuities issued to each participant by Teachers Insurance and Annuity Association (TIAA) and/or College Retirement Equities Fund (CREF).

II. Eligibility. Subject to the conditions stated in Section III, all categories of employees are eligible to participate in this retirement plan, except:

- (a) persons employed by the College primarily as music commission teachers;
- (b) persons employed by the College primarily as consultants;
- (c) persons employed primarily as Delinquency Diagnostic Testing Center employees;
- (d) employees who are not regular Southwestern employees and who are employed by or through Southwestern on the basis of grants and/or contracts and/or agency agreements; and
- (e) employees whose employment is incidental to their educational program at the College.

III. Participation. Eligible employees may begin participation in this retirement plan on a voluntary basis on or after the first day of the month after completing three (3) years of service at the College without a break in service. (However, employees in eligible categories of employment who own fully vested, fully funded, noncashable individual TIAA/CREF retirement annuity contracts issued under the terms of an institutional retirement plan of a previous employer may begin participation in this retirement plan, through the regular TIAA and/or

CREF annuities used under this plan, on the first day of the month following employment at the College.) Subsequent to beginning participation in the plan, an employee may continue participation during any year of service. A "year of service" and a "break in service" are defined in Appendix A of this Resolution.

IV. Normal Retirement Age. Except as provided in Section V of this document, the following schedule describes the retirement times for employees.

- (a) Retirement age for Administrative Officers shall be 65;
- (b) All officers of instruction employed prior to March 16, 1972, shall retire on the last day of the fiscal year in which age 70 is attained;
- (c) All officers of instruction employed on or after March 16, 1972, shall retire on the last day (June 30) of the fiscal year in which age 65 is attained;
- (d) Any other employee employed prior to August 5, 1975, shall retire on the July 1 coincident with or next following the 65th birthday;
- (e) For any other employee employed on or after August 5, 1975, retirement shall occur on the first day of the month coincident with or next following the 65th birthday.

Any employee may retire prior to his or her normal retirement age.

V. Extension of Service. By special authorization of the Board of Trustees, extensions of service beyond normal retirement age may be made for definite periods not to exceed one year each. Such decisions will be made by the appropriate member of the Administrative Management Team and the President. Extensions of employment for more than two years past the normal retirement age may be made only by the approval of the appropriate member of the Administrative Management Team, the President, and the Board of Trustees.

VI. Plan Contributions. Contributions under this retirement plan, referred to hereafter as "Plan Contributions," will be made on a monthly basis during years of participation (a "year of participation" is defined in Appendix A of this Resolution), except for months in which no salary is paid, in accordance with the following schedule:

Plan Contributions as a Per Cent of Regular Salary\*  
(for amounts earned prior to July 1, 1976, and paid either before or after July 1, 1976)

	<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
On Salary Within the Social Security Earnings Base	<u>5%</u>	<u>5%</u>	<u>10%</u>
On Salary Above the Social Security Earnings Base	<u>5%</u>	<u>10%</u>	<u>15%</u>

Plan Contributions as a Per Cent of Regular Salary\*  
(for amounts earned on or after July 1, 1976)

	<u>By the Participant</u>	<u>By the Institution</u>	<u>Total</u>
On Salary Within the Social Security Earnings Base	<u>4%</u>	<u>6%</u>	<u>10%</u>
On Salary Above the Social Security Earnings Base	<u>4%</u>	<u>11%</u>	<u>15%</u>

\*See Appendix A for definition of "Regular Salary."

Plan contributions by participants according to the schedules above are a requirement for participation. Plan contributions by participants will be deducted from salary payments (or, if elected by the participant, will be made on a tax-deferred basis under an agreement for salary reduction executed in accordance with the Internal Revenue Code). A participant may voluntarily, by means of additional salary deduction, make plan contributions above those required. A participant desiring to make additional annuity contributions on a tax-deferred basis may do so under the Southwestern TIAA-CREF Tax-Deferred Annuity Plan. (Any additional contributions of either type are subject to the limitations and conditions of the Internal Revenue Code.) Plan contributions shall be forwarded to TIAA-CREF to be applied as premiums on regular retirement annuity contracts owned by the participant and may be allocated between TIAA and CREF in any proportion elected by the participant (fractional percentages excluded).

- VII. Annuity Contracts. The participant shall complete a TIAA-CREF application form in order for the annuity contract(s) to be issued. Each TIAA and/or CREF annuity contract issued under this plan is for the sole purpose of providing a retirement or death benefit and is solely the property of the individual participant. Provisions of regular TIAA and CREF annuity contracts are described in the booklet, Your Retirement Annuity, which is distributed to each participant as part of the description of this plan. All benefits under this plan are provided solely through individually owned, fully funded annuity contracts and therefore are not subject to, nor covered by, federal plan termination insurance.



- VIII. Leaves of Absence. During a sabbatical leave or other College-approved leave of absence the College will continue its Plan Contributions to a participant's annuities, at the rate specified in Section VI, on the basis of salary (if any) then actually being paid by the College, provided the participant also continues Plan Contributions at the rate(s) specified for participants in Section VI.
- IX. Repurchase. In the event a participant in this plan terminates employment for reasons other than retirement or disability and requests that TIAA-CREF repurchase his or her annuity, the College will approve such repurchase provided the participant is not employed by or moving to another institution having a TIAA-CREF retirement plan for which he or she will be eligible, and provided the repurchase meets the other conditions under which TIAA-CREF will repurchase annuities. These conditions and the formula for any repurchase charge are set forth in the attached booklet, Your Retirement Annuity. Upon repurchase the portion of the accumulation (less any repurchase charge) attributable to Plan Contributions made by the participant will be payable by TIAA-CREF to the participant. The portion of the accumulation attributable to Plan Contributions made by the College will remain in the annuity contract(s) to provide retirement and/or death benefits for the participant, except that if the Plan Contributions made by the College to the annuities totaled less than \$2,000, such portion (less any repurchase charge) will be paid to the participant.

Amounts paid to the participant upon repurchase shall be in full satisfaction of the participant's rights to retirement and/or death benefits attributable to such amounts repurchased.

- X. Retirement Benefits. Upon retirement at any age the participant shall be entitled under the terms of his or her TIAA and CREF annuity contracts to receive a monthly or other periodic income under one of the options set forth in such contracts. All options provide a lifetime income for the participant and all except one also provide for income to a spouse or other beneficiary. Descriptions of the income options are contained in the booklet, Your Retirement Annuity. The College permits the use of the Retirement Transition Benefit described in Your Retirement Annuity.

A participant initiates procedures for receipt of retirement income benefits by writing directly to TIAA/CREF. A participant shall not receive his or her 1st annuity income payment from TIAA/CREF annuity contract to which contributions have been made under this plan, until after he or she ceases to be an active College employee eligible to participate in this plan.

- XI. Death Benefits. In the event a participant dies prior to commencement of retirement benefit payments described in Section X, the full current value of the annuity accumulation, including the portion attributable to Plan Contributions made by the College, is then payable to the beneficiary or beneficiaries named by the participant, in a single sum or under any one of the income options offered by TIAA-CREF. These income options are described in the booklet, Your Retirement Annuity.

- XII. Plan Year. The "plan year" is January 1 through December 31 of each year. Records for each participant to whom annuity contracts have been issued are maintained on the calendar year basis. TIAA-CREF sends each annuity owner a report of premiums and benefits summarizing the status of his or her annuity contracts as of December 31 of each year. Similar reports or benefit illustrations may be obtained by a TIAA-CREF annuity owner upon termination of employment or at any other time by writing directly to TIAA-CREF.
- XIII. The Director of Administrative Services of the College, located in Room 101 Palmer Hall, is the Administrator of this plan, and is responsible for enrolling participants, sending Plan Contributions for each participant as premiums to annuity contracts issued on the participant's life, and for performing other duties required for the operation of the plan. The Administrator may designate in writing other persons to carry out duties under the plan.
- XIV. Application for Benefits. Benefits provided by TIAA and CREF annuities to which Plan Contributions have been applied will be payable by TIAA-CREF upon receipt by TIAA-CREF of a satisfactorily completed application for benefits and supporting documents. The necessary forms will be provided to the participant or beneficiary by TIAA-CREF.
- XV. Requests for Information and Other Claims Procedures. Requests for information, and claims or service of legal process concerning eligibility, participation, contributions, or other aspects of the operation of the plan should be in writing and directed to the Administrator of this plan. If a written request of claim is denied, the Administrator shall, within a reasonable time, provide in writing to the participant

the basis for any such denial. A participant may request in writing a review of a denial of a claim, and may review pertinent documents and submit issues and comments in writing to the Administrator. The Administrator shall provide in writing to the participant a decision upon such request for review of denial of a claim, within sixty (60) days of receipt of the request.

Requests for information concerning the TIAA-CREF annuity contracts and their terms, conditions and interpretations thereof, claims thereunder, any requests for review of denial of such claims, and service of legal process, shall be subject to similar procedures and may be directed in writing to TIAA-CREF, 730 Third Avenue, New York, New York 10017.

XVI. Amendment. While it is expected that this plan will continue indefinitely, the Board of Trustees of the College reserves the right to modify or discontinue the plan at any time. The Board may also delegate any of its powers and duties with respect to the plan, or amendments, to one or more officers or other employees of the College. Any such delegation shall be set forth in writing. Any discontinuance or modification of the plan cannot adversely affect the benefits accrued by participants prior to the date of discontinuance or modification.

Employer Identification Number: 62-0476301

Plan Number: 001

APPENDIX A

Definitions and Examples

Definitions

Regular Salary. For any employee, the term "regular salary" shall include only the person's contractual salary. Summer stipends or grants from the College; grant, contract, or agency funds from non-College sources; honoraria for participation in Continuing Education; music commissions; consultant fees; and summer session salary or stipend (including compensation for Directed Inquiries) are excluded from "regular salary." Except, however, salary derived from grant, contract or agency funds from non-College sources shall be included in "regular salary" whenever such funds reimburse the College for the full cost of all employee fringe benefits.

For any hourly employee, or any salaried employee receiving overtime pay, the term "regular salary" shall include only those hours for which the employee receives his or her regular pay rate, and shall not include any overtime pay.

Year of Service. For purposes of participation requirements, the term "year of service" shall mean a twelve month period starting with the eligible employee's date of employment (or anniversary date of such employment) during which the eligible employee has completed one thousand (1,000) or more hours of service. If any person in an eligible category of employment does not complete the required hours of service as set forth above by the first anniversary date of employment, the hours completed do not count toward establishing a year of service, and a "new start" must be made toward meeting the hours test during the second year of employment. Participation in the plan begins only when the service requirement set forth in Section III has been fulfilled. If an employee has completed one or more "years of service"

but not the number of years of service required for plan participation, and then completes a twelve month period of service consisting of five hundred (500) or less hours of service, such a twelve month period constitutes a one-year "break in service." When such break in service occurs, any "year of service" prior to the break in service will not be counted for purposes of meeting the participation requirements described in Section III.

Year of Participation.

A year of participation is any "year of service" after participation in the plan begins and during which Plan Contributions are made.

Hours of Service.

For purposes of this plan, an "hour of service" shall mean each hour for which an eligible employee is paid or entitled to payment by the College for the performance of his or her duties with the College, including hours for which back pay has been awarded or agreed to by the College.

An hour of service shall also include each hour for which an eligible employee is paid or entitled to payment for reasons (such as vacation, sickness or disability) other than for the performance of duties during the applicable period. Hours of service other than those credited for performance of duties, shall be determined by dividing the payments received or due by the lesser of (a) the employee's most recent hourly rate of compensation for the performance of duties or (b) the employee's average hourly rate of compensation for the performance of duties for the most recent period in which the employee performed his or her duties for more than 500 hours.

All full-time faculty members, and all faculty members designated in their letter of employment as half-time (or more) shall be credited with more than one thousand hours per year by definition. Less than half-time faculty members shall receive fifty-five (55) hours' credit for each regular course credit taught.

Examples

Examples for operation of a year of service, break in service, and year of participation, of an employee. The examples assume that plan participation is elected when 3 "years of service" without a "break in service" have been attained.

Consecutive 12 Month Periods Starting on Date of Employment	Employee		
	<u>A</u>	<u>B</u>	<u>C</u>
	<u>Hours of Service Completed</u>		
1st	1,000	1,000	750
2nd	1,000	750	1,000
3rd	1,000	1,000	450
4th	1,000	1,000	1,000
5th	1,000	1,000	1,000
6th	750	1,000	1,000
7th	1,000	1,000	1,000
8th	500	1,000	1,000
9th	1,000	1,000	1,000
10th	1,000	1,000	700
Participation begins at start of	4th year	5th year	7th year
No. of years of plan participation	5	6	3

Example A - Eligible employee A completes a year of service (1,000 hours) in each of first three consecutive years and begins participation at the start of the fourth year of employment. Employee A then participates in the plan through the tenth year, except for the sixth and eighth years, because in those two years A did not complete a year of service. No year of participation occurs unless the year in question is a "year of service" completed after plan participation begins.

Example B - Eligible employee B completes the three years of service required for participation after the fourth year. The second year does not count toward the requirement because it is not a year of service (less than 1,000 hours of service). Participation begins at the start of the fifth year of employment and continues each year thereafter.

Example C - For eligible employee C, the first year of employment is not a year of service (less than 1,000 hours). In the third year there is a "break in service" (500 hours or less) and it is necessary to start all over again in counting "years of service" for the requirement. Therefore, C completes the requirement with the fourth, fifth and sixth years, and begins participation at the start of the seventh year of employment. The tenth year is not a year of service and therefore C does not participate in the plan during that year.



SOUTHWESTERN AT MEMPHIS  
TAX-DEFERRED ANNUITY PLAN RESOLUTION

This Resolution plus the booklets "Your Retirement Annuity" and "Supplemental Retirement Annuities" provide each participant a Summary Plan Description of the TIAA-CREF Tax-Deferred Annuity Plan.

**DRAFT**

TABLE OF CONTENTS

<u>Section Number</u>	
I	Establishment of Plan
II	Basis for Tax-Deferral
III	Eligibility and Participation
IV	Normal Retirement Age
V	TDA Contributions
VI	Annuity Contracts
VII	Cash Surrender and Repurchase
VIII	Benefits Payable to Participants
IX	Death Benefits
X	Plan Year
XI	Administrator
XII	Application for Benefits
XIII	Requests for Information and Other Claims Procedures
XIV	Amendment

Tax-Deferred Annuity Plan Resolution

I. This Resolution sets forth the provisions of the TIAA-CREF Tax-Deferred Annuity (TDA) Plan established by the Board of Trustees of Southwestern At Memphis, herein referred to as the College, on May 15, 1976, and effective January 1, 1976.

II. Basis for Tax-Deferral. Employees of a college, university, private school or other nonprofit organization tax-exempt under Section 501(c)(3) of the Internal Revenue Code may arrange with their employer to divert a portion of their salary before taxes to purchase retirement annuity benefits under the tax deferral arrangements authorized in Section 403(b) of the Code and related Treasury Regulations. This "salary-or-annuity option" is the method used by many educators for payment of regular employee contributions to the institution's retirement plan. It can also be an advantageous way to set aside extra funds for the future, over and above those accumulating under a retirement plan.

To invest in a tax-deferred (or "tax-sheltered") annuity, the employee and employer enter into a written agreement through which the employee agrees to a reduction in salary and the employer agrees to pay a premium, in the amount of the reduction in salary, on an annuity contract that is fully vested in the employee. Within the statutory exclusion allowance such premiums are not taxed to the employee currently; rather, they and their earnings will be taxed when the employee receives them as benefits. If the benefits are received in the form of annuity income during retirement years, the individual may be in a lower tax bracket. But the tax advantage of the salary reduction method as a means of saving for the future does not necessarily depend on a lower tax bracket during the retirement

years. In contrast to after-tax savings methods, the money an employee does not pay out in current taxes goes into his or her annuity contract and accumulates with investment earnings. For example, assume an employee is in a 30% tax bracket and can get along with \$1,000 less take home pay in order to set aside funds for future use. It takes about \$1,400 of salary to produce \$1,000 of take home pay, after taxes. The employee can either pay tax currently on this \$1,400 of salary, which leaves \$1,000 for savings, or can take a salary reduction of \$1,400 and channel the full \$1,400 into a tax-deferred annuity. Either way, the individual has \$1,000 less to spend currently, but the salary reduction method puts \$400 more each year into his or her contract to accumulate with interest earnings, tax free until the person starts receiving benefits. Because of the earnings on money not currently paid to the government and the resulting build-up of funds one would not otherwise have, the salary reduction approach may work to the employee's advantage even if he or she is not in a lower tax bracket when benefits are received. Under this plan, and within the limits of Sections 403(b) and 415 of the Internal Revenue Code, an eligible employee may enter into an agreement with the College whereby the employee's salary is reduced and the amount of the reduction is applied as premiums to an annuity contract issued by Teachers Insurance and Annuity Association (TIAA) and/or College Retirement Equities Fund (CREF), and owned by the employee.

Tax-deferral may or may not prove to be advantageous for a particular individual. Each employee should consult his or her accountant or tax attorney for advice appropriate to the employee's particular situation.

III. Eligibility and Participation. All categories of employees are eligible to begin participation on the first day of the month next following the date of employment.

- IV. Normal Retirement Age. There is no "normal retirement age" for commencement of benefits under this TDA plan. See Section VIII for benefit payments.
- V. TDA Contributions. Contributions under this plan, referred to hereafter as "TDA Contributions," are in addition to any contributions which may be made under the College's regular retirement plan. TDA Contributions shall be made by salary reduction, on a monthly basis except for months in which no salary is paid, and shall be forwarded by the College to TIAA-CREF to be applied as premiums on regular retirement annuity contracts or Supplemental Retirement Annuity contracts, allocated between TIAA and CREF as designated by the participant. TDA Contributions may be made in any amount as agreed to by the participant and the College, subject to the limitations of Section 403(b) and 415 of the Internal Revenue Code. However, unless the employee is concurrently participating in the College's regular retirement plan, the minimum monthly TDA Contribution required shall be ten dollars (\$10.00). TIAA-CREF may impose an additional minimum monthly TDA contribution amount.
- VI. Annuity Contracts. If TDA Contributions are not to be made to TIAA-CREF annuity contracts already in force, the participant shall complete a TIAA-CREF application form in order for the annuity contract(s) to be issued. Each TIAA and/or CREF annuity contract to which TDA Contributions are applied is solely the property of the individual participant. Provisions of TIAA and CREF regular annuity and Supplemental Retirement Annuity contracts, and benefits provided thereunder, are described in the booklets, Your Retirement Annuity and Supplemental Retirement Annuities, respectively, which are distributed to each participant as part of the description of this plan. All benefits under the plan are provided solely through these

individual annuity contracts and are not subject to, nor covered by, federal plan termination insurance.

VII. Cash Surrender and Repurchase. TIAA-CREF Supplemental Retirement Annuities may be surrendered by a participant for their full accumulation value at any time, as described in the booklet, Supplemental Retirement Annuities. Regular TIAA and CREF annuity contracts contain no cash surrender provisions. However, if a participant for whom TDA Contributions have been applied to regular TIAA or CREF annuity contracts terminates employment for reasons other than retirement or disability and requests that TIAA-CREF repurchase such contracts, the College will approve such repurchase provided the participant is not employed by or moving to another institution having a TIAA-CREF retirement plan for which he or she will be eligible, and provided the repurchase meets the other conditions under which TIAA-CREF will repurchase annuities. These conditions and the formula for any repurchase charge are set forth in the attached booklet, Your Retirement Annuity. Any portion of the accumulation attributable to Plan Contributions as defined in the College's retirement plan will be treated in accordance with Section IX of that plan's Summary Plan Description (a copy of which is distributed to each participant in that plan). Amounts paid to the participant upon repurchase shall be in full satisfaction of the participant's rights to retirement and/or death benefits attributable to such amounts repurchased.

VIII. Benefits Payable to Participants. Benefits attributable to TDA Contributions made to TIAA or CREF regular or SRA contracts may be received by the participant at any time under one of the options set forth in such contracts. Descriptions of the options for both types of contracts are contained in the booklets referred to on the cover page of this Resolution.

The College permits the use of the Retirement Transition Benefit described in Your Retirement Annuity.

- IX. Death Benefits. In the event a participant dies prior to commencement of benefit payments described in Section VIII, the full current value of the annuity accumulation attributable to TDA Contributions is then payable to the beneficiary or beneficiaries named by the participant, in a single sum or under any one of the income options offered by TIAA-CREF. These income options are described in the booklets, Your Retirement Annuity and Supplemental Retirement Annuities.
- X. Plan Year. The "Plan Year" is January 1 through December 31 of each year. Records for each participant to whom annuity contracts have been issued are maintained on the calendar year basis. TIAA-CREF sends each annuity owner a report of premiums and benefits summarizing the status of his or her annuity contracts as of December 31 of each year. Similar reports or benefit illustrations may be obtained by a TIAA-CREF annuity owner upon termination of employment or at any other time by writing directly to TIAA-CREF.
- XI. Administrator. The Director of Administrative Services, located in Room 101 Palmer Hall, is the Administrator of this plan, is responsible for enrolling participants, sending TDA Contributions for each participant as premiums to annuity contracts issued on the participant's life, and for performing such other duties as required for the operation of the plan. The Administrator may designate in writing other persons to carry out duties under the plan.
- XII. Application for Benefits. Benefits provided by TIAA and CREF annuities to which TDA Contributions have been applied will be payable by TIAA-CREF upon receipt by TIAA-CREF of a satisfactorily completed application for

benefits and supporting documents. The necessary forms will be provided to the participant or beneficiary by TIAA-CREF.

XIII. Requests for Information and Other Claims Procedures. Requests for information, and claims or service of legal process concerning eligibility, participation, contributions, or other aspects of the operation of the plan should be in writing and directed to the Administrator of this plan. If a written request or claim is denied, the Administrator shall, within a reasonable time, provide in writing to the participant the basis for any such denial. A participant may request in writing a review of a denial of a claim, and may review pertinent documents and submit issues and comments in writing to the Administrator. The Administrator shall provide in writing to the participant a decision upon such request for review of denial of a claim, within sixty (60) days of receipt of the request. Requests for information concerning the TIAA-CREF annuity contracts and their terms, conditions and interpretations thereof, claims thereunder, any requests for review of denial of such claims, and service of legal process, shall be subject to similar procedures and may be directed in writing to TIAA-CREF, 730 Third Avenue, New York, New York 10017.

XIV. Amendment. While it is expected that this plan will continue indefinitely, the Board of Trustees of the College reserves the right to modify or discontinue the plan at any time. The Board may also delegate any of its powers and duties with respect to the plan, or amendments, to one or more officers or other employees of the College. Any such delegation shall be set forth in writing.

Any discontinuance or modification of the plan by the College cannot adversely affect the benefits accrued by participants prior to the date of discontinuance or modification.

Employer Identification Number 62-0476301 (Assigned by Internal Revenue Service)  
Plan Number \_\_\_\_\_ (Will be assigned when EBS-1 is submitted.)



REPORT OF THE COMMITTEE ON STUDENTS AND CAMPUS LIFE - April 29, 1976 - 307 Clough Hall

The Students and Campus Life Committee of the Board of Trustees, Southwestern At Memphis, met with all members present except Dr. Sterling Edwards. Chairman Paul Tudor Jones called the meeting to order.

On the motion of Dean Anne Marie Williford, the following resolution was unanimously recommended for adoption to the full Board:

Charles Ireys Diehl will retire June 30 of this year. He has been an integral part of Southwestern At Memphis for more than fifty years and has been a member of the faculty and administration since 1947.

As Dean of Men his leadership of men and personal support of the weak as well as the strong has served as a model for all who would work as Christian men or women among their fellow men. His kindness and patience as a teacher of the young and as a friend to all has been an example of that quality that is Southwestern At Memphis.

Therefore the Board of Trustees of Southwestern At Memphis records its deep appreciation for his contributions to the life of this college.

As requested by the Board in its January 1976 meeting, Dean Anne Marie Williford made an interim report on steps taken by the administration to implement the Goal 22 report. It was reported that in February two members of the athletic staff were informed they would not be offered a contract for 1976-77. The Athletic Director was also informed at that time that his forthcoming contract offer would be for a coaching and physical education instructor position, not for the Athletic Director position. Following this an Athletic Director Search Committee was formed to recommend to Dean Williford and President Daughdrill a new Athletic Director. The membership of the committee was composed of eight students, six faculty members, two alumni, and one administrator, with Dean Williford acting as chairman. The position was nationally advertised and about seventy-five applications were received. Ten candidates were interviewed. Finally the committee unanimously voted to recommend to Dean Williford that Mr. Dick Thornton be offered the position of Athletic Director and Head Football Coach. The job was offered immediately (April 21) and Mr. Thornton accepted. Since then Mr. Thornton has met with many students, staff members and faculty and is becoming rapidly a part of the Southwestern community. Presently Mr. Thornton is interviewing candidates for the Head Basketball Coach position and hopes to fill this position soon. A further report will be made to the Board through this committee at the October meeting of the Board.

Dean Bo Scarborough presented to the committee for its consideration a proposal to establish a rathskeller in the basement of the Briggs Student Center. The proposal included:

1. An architectural drawing of the proposed rathskeller
2. Results of a student poll on the question of establishment of such
3. A plan of corporate organization, licensing and operating procedure
4. A list of some of the colleges and universities who have such an establishment on campus
5. Reports from other colleges and universities who have such establishments on campus as to their experiences.

Mrs. Evelyn Landis moved that the committee approve in principle the establishment of a rathskeller in the game area of the lower level of the Briggs Student Center. Mr. Goodwin seconded the motion. Discussion followed as to what the impact of such might be on the church and the development and admissions programs of the college. It was reported the Development Office expects no significant impact nor does the Director of Admissions, Ms. Mary Jo Miller. The churchmen on the committee agreed that, although some individual church members might complain, the effect on church relationships would be minimal. The committee voted unanimously to recommend to the full Board that it approve in principle the establishment of a rathskeller in the game area of the lower level of the Briggs Student Center.

The committee adjourned at 4:30.

REPORT OF THE COMMITTEE ON BUILDINGS AND GROUNDS - April 29, 1976 - 302 Clough Hall

The Buildings and Grounds Committee meeting was called to order at 3:30 P.M. by Chairman Walk C. Jones III. Members present were Ms Kristin Allbright, Mr. Steve Collins, Mr. Jefferson Davis, Dr. David H. Edington, Jr., Ms Margaret Hyde, Professor Robert G. Mortimer and Ms Louise Rutkowski. Present by invitation were Ms Donna S. Dyer, Ms Daney D. Staub and Mr. Roy R. Twaddle, Jr.

The Chairman began the meeting with a brief synopsis of events following the first agenda item, "Earthquakes and Lawsuits." Mr. Jones reminded the committee of previous discussions during which a consensus of members felt that the college's insurance package needs to be reviewed. An ad hoc subcommittee, consisting of Mr. Jones, Professor Mortimer and Messrs. Stewart and Tate, has been appointed for this purpose. Mr. Jones stated that, in preparation for meeting with the subcommittee, he had met with Mr. James D. Collier to review existing coverage. (Mr. Collier's company is the carrier for the bulk of Southwestern's insurance coverage.) Mr. Jones has also sought the counsel of Mr. Stewart. Due to Mr. Kepple's absence Mr. Jones suggested that the committee table the business of the ad hoc subcommittee with the exception of the question of earthquake coverage. It is his feeling that this matter is so pressing as to bear immediate attention.

The college buildings are not covered for earthquake damage. Mr. Jones reported that the U.S. Coast and Geodetic Survey has extended its Zone 3 (the most stringent zone) area to include Memphis. He further cited a report from engineers retained by the City Commission. Both sources would seem to indicate that Memphis should expect an earthquake of very high magnitude. Discussion followed of the types of coverage and costs involved (most likely in the range of \$5,000 -- \$10,000, depending upon type of coverage elected and deductible amount). Mr. Davis made a motion, seconded by Dr. Edington, that the committee recommend to the Board that the President and Administrative Management Team be asked to procure suitable earthquake insurance on college buildings. The motion passed without opposition.

With Mr. Collier's assurance that all buildings are insured for replacement value and that no appreciable coverage gaps or overlaps exist, the committee agreed to the Chairman's request that the remaining insurance questions be tabled until Mr. Kepple's return.

The Chairman called on Ms. Staub to bring before the committee a recommendation from the Long Range Planning Team. The recommendation resulted from the annual review by the Long Range Planning Team of the TEN YEAR MASTER PLAN. The Long Range Planning Team expressed substantial concern over the continuing problem of leakage in the Frazier Jelke Science Center. The Long Range Planning Team recommends to the committee the following action:

The Buildings and Grounds Committee recommends to the Board of Trustees approval of a not-to-be-published addendum to the first five years' portion of the TEN YEAR MASTER PLAN to provide \$20,000 per year, as and if needed, for five years to locate and correct existing leaks and to prevent future leaks in the Frazier Jelke Science Center.

During the discussion which followed, the Chairman stated that if the leakage continues the building will be damaged. Mr. Jones asked if the recommendation bears the endorsement of the Administrative Management Team. Ms Staub responded that Administrative Management Team members are also members of the Long Range Planning Team and that the motion passed the Long Range Planning Team unanimously.

There was a brief review of the problems with the Frazier Jelke Science Center and doubt was expressed as to whether or not a solution can be found. The committee, feeling that there is no viable alternative to experimentation in attempting to locate the leaks and that the situation does require action, recommends the motion to the Board as stated above.

The Chairman asked Mr. Twaddle to report on the current energy situation. Mr. Twaddle stated that the situation is volatile and confusing. He cited instances of conflicting information received from Memphis Light, Gas and Water Division. He reported that the college is operating well within the limits established by projected gas allocations and that the only electricity-related problem is high rates. Mr. Twaddle again mentioned the possibility that the college will eventually be forced to convert to an alternate fuel.

The Chairman then announced two additional items for the agenda, one referred by the Students and Campus Life Committee and one by President Daughdrill.

Assistant Dean of Students Bo Scarborough is proposing at this Board meeting that a "Rathskeller" or pub be established in the basement of Briggs Student Center. Dr. Paul Tudor Jones, Chairman of the Students and Campus Life Committee, asked that the Buildings and Grounds Committee consider the aspects of the proposal which fall under its jurisdiction. Dean Scarborough joined the committee at this point and distributed copies of the proposal and renderings of the projected pub. He also furnished the Chairman with a floor plan. The Chairman opened the floor to discussion after explaining that the Buildings and Grounds Committee should not concern itself with the principle of the idea but should focus its attention upon the appropriateness of the projected use of space.

Professor Mortimer expressed strong opposition based on the following assertions:

Professor Mortimer stated, and Dean Scarborough agreed, that the available space projection is incorrect. It was noted that the basement area is quite small.

The proximity of the projected space to the language lab might cause acoustical problems. Dean Scarborough pointed out that loud music has been played in the area on occasion and did not seem to interfere with language lab activities.

Mr. Jones expressed reservations as to whether the city fire marshall would approve the proposal as stated.

Mr. Davis asked Dean Scarborough to speak to the idea of simply serving beer in the Lynx Lair as an alternative to the pub proposal. Dean Scarborough responded that he would like non-drinking students to retain use of the Lynx Lair.

Discussion of the proposal was lengthy. The student members of the committee expressed support for the idea in principle but stated they were not prepared to address the space problems as noted above. Upon motion made by Mr. Davis, seconded by Ms Hyde, the committee voted to ask the local members of the committee to function as a subcommittee to work with Dean Scarborough to ensure that the space chosen is appropriate.

The Chairman reported that President Daughdrill has asked that this committee consider his suggestion that a statue of Dr. Diehl be erected on the campus. There was considerable negative opinion expressed. Mr. Davis suggested the following response to the President:

to the President:

The members of the Buildings and Grounds Committee endorse the principle of honoring Dr. Diehl quickly and appropriately but request further consideration of the method.

The vote was unanimous in favor of this response.

Several members expressed fond hope that Professor Lon Anthony's commissioned piece of sculpture will be completed and stated that its presence will add much to the atmosphere of the campus.

There being no further business, the committee adjourned at 5:15 P.M.

BRIGGS STUDENT CENTER - Rathskeller Proposal

A rathskeller would be an attractive and well-supervised place for students, faculty, and staff to gather for beer and soft drinks. A tentative plan has been drawn to develop a portion of the basement of the Briggs Student Center for this purpose. This plan would utilize approximately two thousand square feet of space and allow for a seating capacity of approximately eighty persons. No presently well used facility would be displaced by the rathskeller. The rathskeller would only be open to students, faculty, and staff of the college. This would be carefully supervised by rathskeller personnel. The personnel operating the rathskeller would be two senior students or recent graduates under the supervision of the Director of the Student Center. The hours of operation would be: 4:00 p.m. to 6:00 p.m. and 9:00 p.m. to Midnight on weekdays, and weekend hours would vary. The rathskeller would be closed on Sundays.

The retail beer license required for such an operation would be held by a community corporation representing students, faculty, and administration of the college. It would not be held by Southwestern at Memphis. This method of operation is used presently by Duke University. There the community corporation is known as Gothic Services, Inc. All profits, as at Duke, would be given to the college as a gift. Application for a retail license should be made easier by the fact that Christian Brothers College of Memphis has held such a license since 1972.

We recently conducted a survey of student center rathskellers. We only surveyed colleges like Southwestern. All of those responding were satisfied with the rathskeller on their campus; with one exception they all felt it increased the sense of community on campus, and the large majority earned a profit from their rathskeller operations. A more complete survey is now being sponsored by the Association of College Unions. We will receive those results soon. However, it is safe to say that nearly all of these operations are profit making and have managed to repay the initial financing provided by their colleges or universities.

We have tried to estimate the cost of renovation, air-conditioning, and furnishing, along with the cost of incorporation and licensing. The highest figure mentioned thus far is forty thousand dollars. Most estimates are well below that figure.

There are a number of reasons for establishing a rathskeller in the basement of the Briggs Student Center. There are reasons based on the need to discourage alcohol abuse and there are reasons based on the desire to increase the sense of community in the college.

- A. Many see a rathskeller as a first positive step to discourage alcohol abuse on campus. As noted in the Report on the "University 50 & 12" Project, "many of the pubs in student unions were well run and generally represented an environment which discouraged getting intoxicated (or which at least discouraged drunken and unruly behavior)." It seems a positive step to provide students with an attractive and well-supervised place to develop healthier drinking patterns.
- B. The rathskeller should have these positive effects on the college community:
  1. Students would be saved from the often hazardous drives back from local bars.
  2. A rathskeller would provide a safe and central place for all students to gather; beer drinkers and coke drinkers, men and women, Greek and non-Greek, resident students and commuting students, and students with cars and those without cars.
  3. Most students at Southwestern sometimes have a beer in the evenings. Presently, the real "student center" in the evenings is divided among several taverns in town. If Briggs Student Center is to truly be the center of evening community activity we envision, it might be better to provide a well supervised environment for their normal evening activities.
  4. A rathskeller would provide a good alternative to the often less than attractive taverns they might otherwise frequent in order to find a "cheap beer".

REPORT ON THE "UNIVERSITY 50 & 12" PROJECT

National Clearinghouse for Alcohol Information  
July 1975

- I. Introduction: Between September, 1974, and May 1975 staff from the National Clearinghouse for Alcohol Information (NCALI) visited 63 university campuses across the country. Selection included one school in each state, plus 13 minority/private institutions. (One additional college was included after the project was named). (See Appendix B for list of schools.)
- II. Objectives: Basic objectives were as follows:
- A. To gather information about existing alcohol programs, student attitudes, curricula, and needs.
  - B. To disseminate information about alcohol use and abuse, and to increase awareness of NIAAA and its philosophy and of the Clearinghouse and its informational resources.
  - C. To encourage the university community to focus on the issue of alcohol abuse and to stimulate new education/communication efforts.

\* \* \* \* \*

- IV. \*\*\*\*At some universities it seemed a positive step to "allow" alcohol to be served on campus, but to maintain some control over where and how it was drunk. For example, many of the "pubs" in student unions were well run and generally represented an environment which discouraged getting intoxicated (or which at least discouraged drunken and unruly behavior).

At one school a "senior bar" was renovated under the auspices of the office of the Dean of Students, and at the time of our visit it was running smoothly (which was not the case before the renovation).

Thus it seems that where "alcohol on campus" is an issue, there should be less attention given to the "if", and more to the "how" and "where".

\* \* \* \* \*

VII. Conclusion:

The college communities of this nation represent a tremendous potential resource in the development of new prevention endeavors--and in the development of new and creative drinking patterns; and their influence goes far beyond the borders of the campus.

\*\*\*And what is the need? The problem is certainly not limited to "nine million alcoholic persons" and cirrhosis of the liver. It has to do with death on the highway and how you get from here to there in a drinking society. It involves murder, suicide, rape and child abuse. It has to do with crying jags, abusive language, and throwing up in the wasteban after a fraternity beer bust. And it has to do with enjoying alcohol in a relaxing atmosphere.



**SURVEY/PUB**

February 9, 1976

**Random Sample of 18% of Student Body  
(every 5th person in FACES)**

We are trying to survey student opinion concerning a pub in a remodeled basement of the Student Center. This would be a small pleasant place seating approximately 80 persons. It would serve only beer, soft drinks, and snacks. It would be open only to students (over 18), faculty, staff, and their guests. It would be operated by a community corporation representing the Southwestern community. Hours would probably be 4-6 and 8-12:30 P.M.

Male-48.9	Car-60.1	Greek-43.9	Town-26.3	Class '79-24.3	'77-25.0
Female-50.7	NOCar-39.8	NonGreek-54.7	Resident-73.6	'78-28.3	'76-22.2

This questionnaire is divided into two parts. The first is to measure your response without any consideration of outside reactions, ie church reaction, community reaction, or contributors' reactions. The second part of this questionnaire is designed to measure your concern in those areas.

**Part I**

Do you feel that such a pub is a good idea? **YES: 93.9 NO: 4.7**  
 Would it be beneficial to campus life? **89.8 4.7**  
 Why?

Good for "community"	49.3
Unnecessary to drive off campus for a beer	82.4
A good social gathering place	87.1
Would discourage alcohol abuse	8.1
Other?	

**Why Not?**

Ethical or moral objection to any alcohol use	1.4
Ethical or moral objection to selling alcohol in S/C	0.7
It is just not needed	4.7
Would encourage alcohol abuse	4.0
Other?	

Do you think this pub would be used? **YES: 97.2 NO: 0.09**  
 Would you use it? **YES: 94.6 NO: 2.0**  
 How often?

Once a day	4.0
3 times a week	33.8
once a week	39.2
once a month	4.0
sometime	12.8
never	*

Do you drink beer? **YES: 87.1 NO: 12.2**  
 How often?

once a day	7.4
3 times a week	32.4
once a week	23.6
once a month	7.4
sometime	14.9
never	*

Do you think such a pub on campus would increase your consumption of alcohol? **YES: 3.4 NO: 90.5**  
 Increase the frequency of your drinking? **YES: 11.5 NO: 75.0**

**ALCOHOLIC BEVERAGES IN COLLEGE UNIONS (This is an incomplete list)**

- Colorado -
  - Arapahoe Community College
  - Colorado School of Mines
  - Colorado State
  - Metropolitan State College
  - University of Colorado
  - University of Northern Colorado
- Connecticut-
  - Trinity College
- California -
  - California State College
  - University of California
- Kansas -
  - Fort Hays Kansas State College
  - Kansas State Teachers College
  - Wichita State College
- Maryland -
  - Bowie State College
- Massachusetts -
  - Westfield State College
  - \*Williams College
- Michigan -
  - Mercy College
- Ohio -
  - Ohio University
  - Xavier University
  - Lakeland Community College
  - University of Toledo
  - Wright State University
  - Wittenberg University
  - University of Dayton
  - Ohio State
  - \*Oberlin College
  - \*Heidelberg College
  - Cuyahoga Community College
  - College of Steubenville
  - Case Western Reserve University
  - University of Akron
- District of  
Columbia -
  - George Washington University
- Oklahoma -
  - University of Oklahoma
- Pennsylvania -
  - Thomas Jefferson University
- Rhode Island -
  - Providence College
  - University of Rhode Island
- Virginia -
  - \*Hollins College
  - \*Washington & Lee
  - George Mason University
  - Roanoke College
  - Madison College
  - Longwood College
  - University of Virginia
  - \*Hampden-Sidney College

-2-

Wisconsin - University of Wisconsin  
Lawrence University  
University of Wisconsin, Milwaukee  
University of Wisconsin, Oshkosh  
University of Wisconsin, Parkside  
University of Wisconsin, Stout  
University of Wisconsin, LaCrosse  
University of Wisconsin, Madison  
University of Wisconsin, Platterville  
University of Wisconsin, River Falls  
University of Wisconsin, Superior  
University of Wisconsin, Whitewater  
Carroll College

Florida - Florida State University  
Florida Atlantic University  
University of Florida  
University of Miami

Illinois - Quincy College

Iowa - Iowa State University  
University of Iowa  
University of Northern Iowa

Louisiana - Louisiana State University  
Tulane University  
Loyola University  
University of Southern Louisiana

New Hampshire - New Hampshire College

New Jersey - Rider College  
Princeton University

Tennessee - Vanderbilt University  
\*University of the South, Sewanee  
\*Tusculum College

W. Virginia West Virginia University  
\*Davis & Elkins College  
Marshall University

North Carolina - \*Davidson College  
Duke University

South Carolina - University of S. C.

# Beer Flows Smoothly In First Year At CBC

By RICHARD KOFOED

For more than a year beer has flowed nightly at the snack bar at Christian Brothers College without creating any problems, CBC officials say.

The sale of beer on campus began last March on an experimental basis.

Brother Dominic Duan, dean of students, said "no problems" have arisen from the sale of beer at the private school with an enrollment of about 850. About 265 students live on campus.

"It's convenient ... the nearest other place where you can buy a beer is Tony's (a pizza parlor at 2245 Central)," said Gail Lollar, a freshman from Memphis who lives in Maurelian Hall.

"They're not encouraging or discouraging anyone from drinking by selling beer," said one of about 10 students sipping beer from plastic cups at a nightly rap session.

"If they weren't selling beer here and we wanted to do what we're doing now, we'd all be over to J-Wag's (a popular student hangout on Madison) or at Tony's," he said.

The application for the beer permit was opposed with gusto in February, 1972, by the Women's Christian Temperance Union and several letters of protest from other cities, including a Chattanooga church.

A legal, rather than moral judgment, prompted the city Alcohol Commission to break a two-week-old tie vote on Feb. 17, 1972, and approve the application.

During the first year of beer on campus, the elimination of card playing at the snack bar is the only change in

administrative policy, said Brother Dominic. Beer is available to students at the snack bar nightly from 8 until midnight.

"We've never had to refuse to serve anyone and the experiment has gone very smoothly," said Brother Dominic.

About the only difference one notices in the brightly painted snack bar are two inconspicuous beer taps behind the counter and a couple of electric clocks advertising a well-known beer. Other than that, it is typical of most small-campus hangouts—the Peter Max painting, a jukebox and an IQ quiz machine that everyone has gotten tired of insulting.

The snack bar, slightly more than a

year old, is operated by Mississippi Valley Food Service.

"This is our place and we take care of it," said John Clancy, 19, a student from Trenton, N.J. "You can come over here and relax without having to worry about drunks or obnoxious strangers often found in bars—you won't see any fights in here."

Draft beer is served in 10-ounce plastic cups and sells for 30 cents, said Denton Peabody, food service director at CBC. Mr. Peabody said an average of one-half keg (15½ gallons) is sold nightly.

"I don't know of any other school in Tennessee that sells beer on campus," said Mr. Peabody. "I think we're keep-

ing a lot more people on campus than we ever did."

William C. Tatum, dean of students at Memphis State University, said requests for the sale of beer on the MSU campus have been rejected because a statewide directive issued by the Board of Regents prohibits alcoholic beverages at state-supported schools.

Southwestern policy prohibits the sale of alcoholic beverages on a continuing basis, said Dr. James Daughdrill, president of the private school.

There have been no requests for beer at LeMoyné-Owen College, said William H. Cross, dean of students. He said school policy forbids the sale or consumption of alcoholic beverages on campus.



Drinking Beer Nightly Is No Big Deal At CBC's Snack Bar—Sipping Are (from left) Tom Maronta, P. J. Gajda, Jack King And Bill McClellan. —Staff Photo

MISCELLANEOUS COMMENTS

Mr. William H. Terry, Dean of Students, Davidson College

"It (the rathskeller) will not go into operation until September (1975), so our information is somewhat limited. We have had no adverse reaction from alumni so far."

Mr. C. Shaw Smith, Director of the College Union, Davidson College

"Since we have had alcohol available on campus (brown bagging idea) for some years, we do not anticipate a lot of difficulty based on the fact that our students have been aggressively handling the regulations themselves and we believe that selling beer will be a better control and therefore influence than otherwise."

Mr. Earl Cason, Manager of Rathskeller for the University of South Carolina

"To answer some of your questions about the Golden Spur; yes, it has improved the social life on campus. The Spur provides the best entertainment in town and is at the same time a good place for students to get together and talk. It is on campus so students can walk over and coeds feel safe while they enjoy their evening. The Spur is well used by students and faculty. We have not lost alumni support by opening the Spur. The Spur was opened without a lot of publicity. There is never any publicity outside the university. Compared to the bars that are close to the campus the Spur has the best atmosphere as far as parents would be concerned."

Mr. Lewis H. Drew, Dean of Students, Hampden-Sydney College

"I do not feel the move to selling beer on campus adversely affected our fund-raising capabilities..... If I had any wisdom to pass on, I would say that taking the step to sell beer on campus is not as significant an event as some may think. I agree that it should be investigated thoroughly beforehand and done correctly, but I think the students and the college community in general can probably absorb such a move without many adverse factors entering the picture."

In lengthy conversations with Dean Wood of Tusculum College, Dean Boutwell of Vanderbilt University, and Ms. Sheila Bryson of Gothic Services at Duke University, each expressed their support for the rathskeller on their own campuses. Each of them believed that the rathskeller had not adversely affected giving to the college or university. Each spoke of the contribution a rathskeller made to campus social life. And, each spoke of the better drinking habits encouraged by the rathskeller.

Brother David Wissel of Christian Brothers College, Memphis, reported the rathskeller there operates well and appears to be good for campus social life. The space used for the rathskeller is a bad one and this the college hopes to change. When asked about increased off-campus traffic caused by the rathskeller, he explained that only a couple of isolated incidents had occurred and he felt there was no real problem caused by the rathskeller.

Of the top ten colleges in the South Central United States (as noted by College Rater, Inc.) five have rathskellers on campus.

**COMMUNITY LIFE COMMITTEE - February 2, 1976**

The principal business before the committee was the presentation to the CLC of a proposal by Dean Bo Scarborough to develop a Pub in the Briggs Student Center. He shared with the committee an architectural drawing for the physical development of a Pub in the basement, in the present game area, of the Student Center. He outlined some methods that could be applied in the serving of food, acquiring initial funding, initial organization and continuing regulation. The results of a recent student poll were reported to the committee.

Much discussion followed. Professor Jones then moved that the Community Life Committee approve in principle the establishment of a Pub in the game area of the lower level of the Student Center. Professor Jack Streete seconded. The motion passed: ten (10) yes, one (1) no, Chairman not voting.

**FACULTY MEETING, February 10, 1976**

The motion to approve in principle passed by a substantial majority on a voice vote.

**FACULTY MEETING - March 22, 1976**

The motion to approve in principle was adopted by a vote of forty-one to twenty-one.

BRIGGS STUDENT CENTER  
PROCEDURES FOR OPERATION  
OF THE  
RATHSKELLER

1. Hours of operation:

- A. Fall and Spring semesters - Monday through Thursday - 4-6:00 PM; 9 - midnight  
Friday - 4-6:00 P.M.; 9:00 - 1:00 A.M.  
Saturday (generally) 9:00 - 1:00 A.M.  
Sunday - closed

2. General operating procedures:

- A. At least one in afternoon and two in evening paid employees shall be on duty during the hours of operation
- B. I.D. cards will be checked. No one under the age of 18 will be admitted. Only students, faculty, administration and their guests will be admitted.
- C. The beer license shall be displayed within the rathskeller as well as the pricing policies and rules of general conduct. These must be easily visible.
- D. No alcoholic beverages will be allowed to be brought into or taken out of the rathskeller.
- E. No individuals other than paid employees will be allowed behind the bar for any reason.
- F. Employees of the Briggs Student Center will not consume alcoholic beverages while on duty. This action will serve as grounds for immediate dismissal.
- G. Employees of the rathskeller must be 20 years of age, or older.
- H. An announcement that the bar is closed will be made fifteen minutes prior to closing; ten minutes prior to closing all house lights will be turned on; and by closing all tables must be cleared.
- I. Any falsified I.D. cards will be confiscated at the door and turned over to the Social Regulations Council.
- J. A member of the Southwestern Community should always give thoughtful consideration to the image of the college reflected by the posture of its members before the public. Therefore the college expects individuals and groups to refrain from excessive use of alcoholic beverages in the rathskeller. Persons not meeting this expectation must be removed.