



## THE PENNSYLVANIA STATE UNIVERSITY

### THE SENATE RECORD

Volume 42-----April 28, 2009-----Number 6

The Senate Record is the official publication of the University Faculty Senate of The Pennsylvania State University, as provided for in Article I, Section 9 of the Standing Rules of the Senate, and contained in the *Constitution, Bylaws, and Standing Rules of the University Faculty Senate*, The Pennsylvania State University, 2008-2009.

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Except for items specified in the applicable Standing Rules, decisions on the responsibility for inclusion of matters in the publication are those of the Chair of the University Faculty Senate.

When existing communication channels seem insufficient, Senators are encouraged to submit brief letters relevant to the Senate's function as a legislative, advisory and forensic body to the Chair for possible inclusion in The Senate Record.

Reports that have appeared in the Agenda for the meeting are not included in The Senate Record unless they have been changed substantially during the meeting, or are considered to be of major importance. Remarks and discussions are abbreviated in most instances. Every Senate meeting is Webcast via Mediasite Live and may be viewed at <http://senate.psu.edu/agenda/index.html>. All Senate meetings are digitally audio taped and on file in the Senate office. Transcriptions of portions of the Senate meeting are available upon request.

Individuals with questions may contact Dr. Susan C. Youtz, Executive Secretary, University Faculty Senate.

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The University Faculty Senate  
Tuesday, April 28, 2009, at 1:30 PM

The University Faculty Senate met on Tuesday, April 28, 2009, at 1:30 p.m. in room 112 Kern Graduate Building with Ingrid Blood, Chair, presiding.

### **MINUTES OF THE PRECEDING MEETING**

**Chair Blood:** The March 17, 2009, Senate Record, providing a full transcription of the proceedings and is posted on the Faculty Senate Web site. Are there any corrections or additions to this document? May I hear a motion to accept?

**Senators:** So moved.

**Chair Blood:** Second?

**Senators:** Second.

**Chair Blood:** All in favor of accepting the minutes, please say aye.

**Senators:** Aye.

**Chair Blood:** Opposed say nay. The ayes have it. Motion carried. The minutes of the March 17, 2009, meeting have been approved.

### **COMMUNICATIONS TO THE SENATE**

**Chair Blood:** I want to call your attention to the Communication to the Senate in your Agenda from Susan, Lee, and me. Every unit in the University, including the Senate, is reviewing its budget and considering cost-savings options in these difficult economic times. We encourage senators to send us any ideas you have. We have already received some budget-saving ideas from a few senators. We appreciate your suggestions.

The April 14, 2009, Senate Curriculum Report is posted on the University Faculty Senate Web site.

### **REPORT OF SENATE COUNCIL – MEETING OF APRIL 14, 2009**

**Chair Blood:** Enclosed in today's agenda are the minutes from the April 14 meeting of Senate Council found at the end of your agenda. Included in the minutes are topics that were discussed by the Faculty Advisory Committee to the President at the April 6 meeting.

## ANNOUNCEMENTS BY THE CHAIR

**Chair Blood:** Out of courtesy to our presenters, please turn off your cell phones and pagers at this time.

At this time I would like to ask Roger Egolf, Chair of the Student Life Committee, to come forward and introduce the John W. White Fellowship recipients.

**Roger Egolf, Lehigh Valley:** Thank you, Ingrid. Each year, the Senate Committee on Student Life recognizes outstanding undergraduate students who are graduating with highest distinction and who plan to enroll in graduate study. This year, there are four recipients of the John W. White Graduate Fellowship. Each student will receive a \$1,000 award. The John White Fellowship is one of the oldest continuing fellowships at Penn State. The award was established in 1902 by James Gilbert White to honor his father, Reverend John W. White of Milroy, Pennsylvania.

In addition to myself, serving on this year's review committee were

Patricia Hinchey, Associate Professor of Education, Penn State Worthington Scranton; and Valarie Russell, University Park Undergraduate Association Vice President, Political Science major.

I am pleased to introduce the four recipients of the 2009 John White Graduate Fellowship awards:

Michael Anderson will graduate as a Schreyer Honors Scholar with a B.S. in Engineering Science. Michael plans to continue his graduate studies in Engineering Science and Mechanics at Penn State. He served as Chair of the Faculty Senate's inaugural Student Caucus and currently serves as the Chief of Staff for the University Park Undergraduate Association. Michael is also a volunteer leader for The Navigators, Penn State's Collegiate Ministry.

Rachel Guldin will graduate as a Schreyer Honors Scholar with a B.A. in Media Studies and a minor in Sociology. Rachel will earn her Master's at Penn State and later a doctorate. She aspires to become a professor of mass communication and researcher and educator in the field of media literacy. Rachel has been active in the Penn State community. She is a member of the Penn State Blue Band and the Lutheran Student community. Rachel served as a Global Connection conversation partner and was a camera operator for the Dance Marathon Web Cast.

Kristin Potts will graduate as a Schreyer Honors Scholar with a B.S. in Chemistry. Kristin plans to pursue a Master's degree in Science Education at Penn State. She plans on becoming a Chemistry teacher at either the college or high school level. Her campus involvement includes membership in the Nittany Chemical Society and the Department of Chemistry Mentor Program. In the community, Kristin performs chemical demonstrations for pediatric cancer patients through the Make-A-Wish Foundation.

Joshua Salvi will graduate as a Schreyer Honors Scholar with a B.S. in Bioengineering. Joshua's thesis advisers are College of Engineering Faculty Senator Peter Butler and College of Medicine Senator Henry Donahue. Josh will continue his studies through the Tri-Institutional MD-PhD program in New York City. The cooperating institutions are Cornell and Rockefeller Universities and Sloan Kettering Institute. Josh has been involved with Circle K International, and he served as president of the Biomedical Engineering Society Chapter and was the Debate Team Captain.

Please join me in congratulating these outstanding students.

**Chair Blood:** At the end of each academic year, a number of Senators complete their terms of office. Please stand if you will not be returning to the Senate next year. We appreciate all that you have contributed to the Senate and we will miss each one of you. These senators' names will be posted on the Senate Web site. Thank you for your outstanding work.

Now I would like to offer special recognition to three senators who are leaving us with distinguished records of service. As they come forward, I will present them with a certificate signed by President Spanier and myself acknowledging their dedicated service to the University and the Senate. Please come forward when I read your name.

Laurie Breakey. Laurie has served as a Penn State DuBois senator for eight years and served three years as vice-chair of the Senate Committee on Curricular Affairs.

Thomas Vary. Tom is not with us today. However, Tom has served for ten years as College of Medicine senator and served two years as the vice-chair of the Senate Committee on Intercollegiate Athletics.

Gregory Ziegler. Greg has served for 12 years as a College of Agricultural Sciences senator. He served as Chair of the Senate Committee on Undergraduate Education for one year and as vice-chair for two years.

Thank you all for your service and dedication to the Senate.

I want to acknowledge the Senate officers for their many contributions over the past year. Chair-Elect Lee Coraor; Secretary John Boehmer; and Immediate Past Chair Dawn Blasko. You have all been wonderfully supportive colleagues. Thank you for everything.

I also want to thank Jean Landa Pytel for her parliamentary prowess and recognize Carey Eckhardt, Senate liaison to the Graduate Council. Thank you both.

Now I wish to recognize this year's Senate committee chairs and vice-chairs. Will you please stand. This group of individuals has provided leadership to the Senate this year. Without these dedicated men and women, the work of the Senate would not be accomplished. Please join me in thanking them.

A very special thanks to the Senate office staff, Patty Poorman, Julie Gibboney, Anna Butler, Kadi Corter, Liz Troisi, and our two work study students: Hector Cotto, a sophomore in Labor Studies and Employment Relations and Chris George, a graduating senior in Health Policy and Administration for their hard work, their exceptional talent, and their dedication.

Amy Shilling is not with us today because she gave birth to a baby boy yesterday. Bryce Allen Shilling weighs eight pounds five ounces and is 22 inches long. There is a card on the table in the back of the auditorium for you to send your best wishes to Amy and her family.

We are deeply grateful to Susan Youtz, Executive Secretary of the Senate, for her outstanding leadership, strong management skills, and patience with the Senate. Susan is director of what could be described as the most complex office at this University. I have been very fortunate to know her, not only as Executive Secretary, but very much of a friend. Thanks so much to all of you.

I want to acknowledge Dennis Breon of Media and Technology Services for his work on Mediasite Live and for providing technology support at the Senate meetings. I also want to thank David Test and the staff from Teaching and Learning Technology who have provided training and support with the clickers.

Finally, I want to thank faculty, student, administrative senators and committee resource members for your willingness to serve your University and your committees. It takes time, dedication, and expertise for the Senate body. Thanks to all of you.

President Spanier approved the report from the March 17, Senate meeting revising the Senate Constitution, Article II, Section 5(c) Membership.

The Campus Faculty Governance Leaders meeting is scheduled for July 16 and 17 at Penn State Abington. Tramble Turner and his Abington colleagues are organizing the meeting. A date-saver was sent to all campus governance leaders on April 9. Agenda items may be sent to Tramble at [ttr3@psu.edu](mailto:ttr3@psu.edu).

Approved First-Year Engagement plans are posted on the FYE site which can be found on the Senate home page. As part of the Senate legislation, all campuses and DUS are required to post their FYE plans on this particular Web site.

In July 2010, Scott Kretchmar, NCAA Faculty Athletic Representative, will step down after serving in this capacity for two five-year terms. We anticipate that Scott's successor will be named by December so that Scott can orient the new NCAA Faculty Athletic Representative during the spring semester before taking over in July. Committees and Rules will call for nominations and then submit them to President Spanier for him to make the appointment. An announcement will be placed in the Faculty Staff Newswire soon. We invite you to submit nominations from among the tenured full professors at University Park. Nominations can be submitted to the Senate office.

Contributions to the Faculty Trustee Scholarship currently stand at \$61,365. This includes pledges and one-time gifts from 46 total donors. Early in the upcoming Senate year we will be talking with you further about opportunities for contributing to this scholarship. This scholarship is part of “For the Future: The Campaign for Penn State Students.” We strongly encourage your participation in these challenging economic times for students and their families. I guarantee that many of you benefited from scholarships to continue your studies, whether it was throughout your undergraduate or graduate years, so you can all relate to the needs of families now. If you have any questions or wish to make a pledge, please contact Ed Thompson, Director of Development for Educational Equity, [ent4@psu.edu](mailto:ent4@psu.edu).

### COMMENTS BY THE PRESIDENT OF THE UNIVERSITY

**Chair Blood:** President Spanier is out of town and unable to be with us today.

#### FORENSIC BUSINESS – NONE

#### UNFINISHED BUSINESS – NONE

#### LEGISLATIVE REPORTS

##### SENATE COMMITTEE ON ADMISSIONS, RECORDS, SCHEDULING, AND STUDENT AID

Revision to Senate Policy 34-89 (Course Drop)

Marieta Staneva, Committee Chair

**Chair Blood:** The first Legislative report is from Admissions, Records, Scheduling, and Student Aid and appears as Appendix C. Committee Chair Marieta Staneva and David Salvia, a committee member who worked on this revision, will make comments and respond to questions.

**Marieta Staneva, Altoona:** It came to the attention of the committee that there are some conflicting interpretations of the policy. It was related to the fact that, in the policy the statement says, “during their entire period of enrollment” so this is the time when the students could either have a limit of 16 or 10 credits according to whether they are working toward a baccalaureate degree or an associate degree. In some places, it is interpreted as a 16- credit limit, but what if there is a sequential degree or what if the students goes back into an associate degree; would there be a reset? We have been working on clarifications. We tried to make things as simple as possible and we introduced several major cases where this can happen: re-enrollment, renewal, and when a student earns a degree and begins another degree.

**David Salvia, Engineering:** This is not a new policy, it is just a clarification of an existing policy.

**Chair Blood:** Any comments or questions? This report has been brought to the floor by committee and it needs no second. To accept the motion, press A and enter. To reject, press B and enter. The motion passes, 165 in favor, 4 opposed. Thank you, Marieta and David.

SENATE COMMITTEE ON COMMITTEES AND RULES  
Revision to the Bylaws, Article II, Section 1 (f) (External Matters)  
Dawn Blasko, External Matters Subcommittee Chair

**Chair Blood:** The next Legislative report is from Committees and Rules and appears as Appendix D. Because this report is a revision to the Constitution, we will discuss the report today and vote on it at the September 1 Senate meeting. External Matters Subcommittee Chair Dawn Blasko will respond to questions.

**Dawn Blasko, Erie:** This is just a minor change that names the External Matters Subcommittee and extends the term to two years from one. The committee wanted a little more continuity. Are there any questions?

**Chair Blood:** Thank you, Dawn.

**ADVISORY/CONSULTATIVE REPORTS**

SENATE COMMITTEE ON INTRA-UNIVERSITY RELATIONS  
Administrative Reviews

**Chair Blood:** The next report is from Intra-University Relations and it appears as Appendix E. Committee Chair Amanda Maple will present this report.

**Amanda Maple, Libraries:** Thank you, Ingrid. I would like to thank the hardworking members of the committee, both this year and last year, especially Vice Chair Larry Backer, as well as Vice Provost Blannie Bowen and his office and Provost Erickson, the Senate officers and members of Senate Council, who thoughtfully read and commented on two previous iterations of this report and improved and refined it. I would clarify that the recommendations in this report refer to individuals covered by policy AD-14 as distinct from, for instance, policy HR-40. The committee wants to emphasize stakeholder input into Recommendation 2, which is about annual reviews of administrators. I stand for questions.

**Caroline Eckhardt, Liberal Arts:** This is not so much a question but a small suggested, friendly amendment. In Recommendation 1, the last sentence, “In the case of administrative appointments that are for fixed terms,” would you accept inserting ‘routinely,’ in the spirit of your rationale sentence? If someone is appointed, for example, for a one-year interim position, that it is probably not what you are looking at needing to have reviewed. In the rationale it says, “review of administrative offices whose incumbents are routinely appointed for less than five years...”

**Amanda Maple:** As I understand your recommendation, it would be in the case of administrative appointments that are routinely for fixed-terms of less than five years. I am glad to accept that recommendation. It is not a recommendation, it is an editorial change.

**Caroline Eckhardt:** Thank you.

**Chair Blood:** Are we ready to vote? This report has been brought to the floor by committee and needs no second. To accept the report, press the letter A and the enter key. To reject the report, press the letter B and enter.

The motion passes, 166 in favor, 4 opposed. Thank you, Amanda.

## INFORMATIONAL REPORTS

### FACULTY AFFAIRS

*Faculty Tenure-Flow Rates: 2008-2009 Annual Report*, Appendix F. This annual report analyzed the rates at which provisionally appointed faculty achieved tenure. Tenure rates are also shown by gender and minority status.

### FACULTY BENEFITS

*Faculty Salaries, Academic Year 2008-2009*, Appendix G. This annual report focuses on comparisons internally among units at Penn State and externally among peer institutions.

### LIBRARIES

*Scholarly Communications and Open Access*, Appendix H. Nancy Eaton, Dean of University Libraries and Scholarly Communications, presented the report and responded to questions. This report describes the history and current prospects of a variety of “open access” movements, which present fiscal challenges of information technology. The report outlines various approaches to reduce costs, ensure preservation of scholarly work, and make content more available to the general public. The full report is posted on the Senate Web site at <http://www.senate.psu.edu/agenda/2008-2009/Apr2809/apph.pdf>.

### SENATE COUNCIL

*Summary of Spring 2009 Officers' Visits to University Park Units*, Appendix I. The Senate officers visited: the College of Education, the College of Engineering, the College of Earth and Mineral Sciences, the Dickinson School of Law, the Division of Undergraduate Studies, and the Graduate School. This report summarizes the meetings with students, faculty, and unit administrators.

### UNDERGRADUATE EDUCATION

*Grade Distribution Report*, Appendix J. Committee Chair Jonna Kulikowich and Senior Associate Registrar Karen Duncan presented the report and responded to questions. The report focuses on spring semesters 1998-2008 and detailed data for spring semester 2008.

## REPORT OF SENATE ELECTIONS

**Chair Blood:** Our final report today appears as Appendix K, Report of Senate Elections. John Boehmer, Chair of the Elections Committee and Secretary of the Senate, will announce the election results. Secretary Boehmer.

**John Boehmer:** I would like to thank the nominating committees and the tellers who certified the recent elections. You will find most of the election results listed in Appendix K of your agenda. Congratulations to those who were elected. I have two updates to the list of Senate Councilors: Victor Brunsdon will serve for Altoona and Jackie Schwab for the University College.

Elected as a member of the **Faculty Advisory Committee to the President:** Sherry Roush, College of the Liberal Arts.

**Secretary of the Senate:** John Hannan, College of Engineering

**Chair-Elect of the Senate:** Jean Landa Pytel, College of Engineering

Thank you and congratulations to everyone.

**Comments by Outgoing Chair Blood:**

I found inspiration and guidance from past Senate chairs during the new chair luncheon that was held last September. Chairs who served the University during the past 30 years gave me solid advice. I also found inspiration and guidance from unconventional sources throughout the year. Reading about the Art of War from a Samurai perspective, I learned that you give your time and energy into the moment and then you let go of the outcome. I understand that in all the battles I have had to engage in, like asking chairs and vice chairs to lead committees, it's not about me. It's about maintaining a commitment to finding and tapping into the experience and wisdom in communities like Senate Council, standing and special committees, and administrative offices.

I am giving Lee a book for guidance in leading the Senate. Since Lee is a sailor and a new grandfather, the title of Marian Wright Edelman's most recent book should attract his attention. Lee, I hope you find wisdom in reading The Sea is So Wide and My Boat is So Small: Charting a Course for the Next Generation.

These are the toughest times for colleges and universities that I have seen in my 31 year career in higher education. In hard times we should be rallying together and supporting each other. We are doing just that through our shared governance. Even before this financial meltdown, people were getting together and preparing for the future. The University Faculty Senate has a long history of consultation and shared responsibility in identifying and implementing solutions to complex challenges. Deep problems never have simple and easy solutions, no one program, or office, or person will make all things right. Transformation happens when each of us does what we can for the good of the whole. I know that Faculty Senators are dynamic leaders who extend themselves in service to community. Our varied credentials represent a wide range of disciplines and experiences and we share a passion and purposefulness in serving others and in our calling to lead.

Standing committee and Senate Council reports presented and discussed at our meetings clearly illustrate how we worked collaboratively using our collective diversity and knowledge. Our process for reviewing several drafts of the University Strategic Plan and providing feedback was a clear example that synergy occurred across the system. Words I heard used this year among senators were inclusive, consultative, collegial, and respectful. I believe we think quality, make improvements, are creative, and plan for the future. As a faculty, we work to bring out the full potential of our students. We see their potential. We get them to the next level. On behalf of the faculty throughout the commonwealth, I want to thank all of you for what you do for Penn State. Watching you work, I recognize that each of you has an abiding commitment to Penn State and to the issues we are facing. It has been an honor to work with such a devoted group of people and I am grateful. It has been a great experience. Thank you.

### **Seating of New Officers**

**Chair Blood:** Now we turn to the seating of our new officers. Jean Landa Pytel may take Lee's seat and Lee will come and stand by me. John Hannan may take John Boehmer's seat. Lee will make his comments and chair the rest of the meeting.

**Comments by Incoming Chair Coraor:** Thank you very much, Ingrid. I would like to start by thanking Ingrid for all the work she has done on behalf of the University. Much of what she does as chair goes on without all of you seeing it, in fact most people do not see what the chair does. I have found that Ingrid is an extremely effective individual. She has a way of presenting very tough issues to people in a gracious way that makes it very effective for accomplishing good things. She is also an extremely good mentor. I learned a tremendous amount this year just following her around, learning what the chair does, and what the University is about. It was a tremendous experience for me and I want to thank Ingrid. I would ask you again to thank her on behalf of the Senate and the University.

## **NEW LEGISLATIVE BUSINESS – NONE**

## **COMMENTS AND RECOMMENDATIONS FOR THE GOOD OF THE UNIVERSITY NONE**

## **ADJOURNMENT**

**Chair Coraor:** Are there any comments? May I have a motion to adjourn? All in favor please say aye. Motion carries. The Senate is adjourned until September 1, 2009.

The meeting was adjourned at 2:40 p.m.

The following Senators signed the Attendance Sheet and/or were noted as having attended the April 28, 2009 Senate Meeting.

Abrams, Marc	Coraor, Lee
Agawu-Kakraba, Yaw	Costanzo, Francesco
Aggon, Norman	Crivello, Ralph
Albaugh, Vance	Cuervo-Hewitt, Julia
Al-Mondhiry, Hamid	Daerr, Alicia
Ambrose, Anthony	Davis, Dwight
Avery, Christine	Donahue, Henry
Aynardi, Martha	Ebitz, David
Babb, David	Eckhardt, Caroline
Bagby, John	Egolf, Roger
Ballora, Mark	Englund, Richard
Barney, Paul	Evensen, Dorothy
Barron, Ori	Fernández, Juan
Bechtel-Wherry, Lori	Floros, Joanna
Benson, Thomas	Fosmire, Gary
Berkowitz, Leonard	Franchetti, Nicole
Bittner, Edward	Furlough, Michael
Blasko, Dawn	Gingrich, Dennis
Blood, Ingrid	Glantz, Edward
Boehmer, John	Glumac, Thomas
Bowen, Blannie	Goldstein, Jennifer
Bowers, William	Gouran, Dennis
Breakey, Laurie	Grimes, Galen
Bridges, K. Robert	Hannan, John
Brown, Frederick	Hasan, M. Abul
Brunsdan, Victor	Hayford, Harold
Burlingame, Philip	Hellmann, John
Butler, Peter	Hesse, Brian
Butler, William	Hester, Anne
Cardamone, Michael	High, Kane
Casteel, Mark	Hinchey, Patricia
Catchen, Gary	Holcomb, E. Jay
Cherry, Robert	Holen, Dale
Chorney, Michael	Hufnagel, Pamela
Clariana, Roy	Idowu, Peter
Clark, Darlene	Jackson, Eric
Clark, John	Jago, Deidre
Clark, Mary Beth	Jayakar, Krishna
Clark, Paul	Johnson, Ernest
Cohen, Jeremy	Jones, W. Terrell
Conroy, David	Jonson, Michael

Kane, Eileen  
Kasting, James  
Keiser, Joseph  
Knodt, Ellen  
Korostoff, Neil  
Kulikowich, Jonna  
Lagoa, Constantino  
Laman, Jeffrey  
Lang, Charles  
Lawlor, Timothy  
Lee, Barrett  
Lee, Peggy Daniels  
Lesk, Arthur  
Leva, Martha  
Liu, Ying  
Liu, Zi-Kui  
Loewner, Samuel  
Luhman, Kevin  
Lynch, Christopher  
Maple, Amanda  
Maroncelli, Mark  
Marsico, Salvatore  
McCarty, Ronald  
McDonald, Anita  
McKinney, Karyn  
McLucas, John  
Mets, Berend  
Miles, James  
Milone-Nuzzo, Paula  
Mockensturm, Eric  
Moore, John  
Morales, Aldo  
Mullin, Christopher  
Myers, Jamie  
Nasereddin, Mahdi  
Ofosu, Willie  
O'Hara, Dolores  
Okkelberg, Elyssa  
Pangborn, Robert  
Paterson, Eric  
Pauley, Laura  
Pendharkar, Parag  
Perrine, Joy

Peterson, Steven  
Pytel, Jean Landa  
Radhakrishna, Rama  
Rannels, Stephen  
Reeves, W. Brian  
Richards, Winston  
Ricketts, Robert  
Romano, John  
Rosson, Mary Beth  
Ruiz, James  
Rung, Donald  
Salvia, A. David  
Sanders, Amy  
Sandmeyer, Louise  
Schengrund, Cara-Lynne  
Schmiedekamp, Ann  
Schultz, Karen  
Schwab, Jacqueline  
Shannon, Kathleen  
Shannon, Robert  
Shirer, Hampton  
Sims, Barbara  
Smith, James  
Smith, Matthew  
Smutz, Wayne  
Spencer, David  
Staneva, Marieta  
Steiner, Kim  
Stene, John  
Strauss, James  
Strauss, Linda  
Strauss, Susan  
Strikman, Mark  
Taylor, Ann  
Thurman, James  
Tierney, John  
Troester, Rodney  
Truglio, Maria  
Turner, Tramble  
Van Meter, Peggy  
Vandiver, Beverly  
Wagner, Amy  
Wardrop, Denise

Waterhouse, William  
Weidemann, Craig  
Welch, Susan  
White, Eric  
Wiens-Tuers, Barbara  
Willits, Billie  
Wolbrette, Deborah  
Wolff, Sarah  
Yarnal, Brenton  
Yarnal, Careen  
Zambanini, Robert  
Ziegler, Gregory

<b>Elected</b>	<b>155</b>
<b>Students</b>	<b>11</b>
<b>Ex Officio</b>	<b>4</b>
<b>Appointed</b>	<b>10</b>
<b>Total</b>	<b>180</b>