

11-21-1991

## Board of Trustees Meeting Packet, November 21, 1991

Framingham State University

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BOARD OF TRUSTEES\*

Framingham State College

Board Meeting

November 21, 1991 - 7:15 p.m.

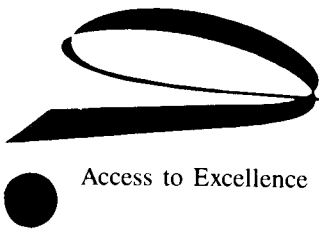
1839 Room, D. Justin McCarthy College Center  
Framingham, Massachusetts

AGENDA

1. Approval of Minutes - September 19, 1991 (Attachment I)
2. Report of the Chair
3. Report of the Task Forces
  - a. Personnel (Attachment II)
  - b. Budget (Attachment III)
  - c. College and Community Relations
4. Report of the President
5. Other Business

\* In keeping with Board of Trustees By-Laws

The Trustees may reserve one half hour at the end of the agenda of their regular meetings for public participation. Individuals seeking to speak to the Trustees shall so inform the President's Office in writing, setting forth the purposes for speaking, at least one week prior to the relevant meeting. Subject to the Chair's discretion, individuals will be permitted to speak to the Trustees and will be assigned time within the allotted half hour based on the time of receipt of request.



# Framingham State College

100 State Street, Framingham, MA 01701-9101

Office of the President

(508) 626-4575

FAX (508) 626-4592

November 14, 1991

## M E M O R A N D U M

The following Task Force meetings of the Framingham State College Board of Trustees will be held on Thursday, November 21, 1991.

### Personnel Task Force - 4:15 p.m.

V.I.P. Room

D. Justin McCarthy College Center

(Trustees: Buckley, Chair; Hilgenkamp; LePore; Masterman; Ploof; and Greenblatt, ex officio)

AGENDA:

- a. Personnel Actions
- b. Report of Vice President Adler

### Budget Task Force - 4:00 p.m.

1839 Room, Section B

D. Justin McCarthy College Center

(Trustees: Walker, Chair; Accomando; Cahners; Cheng; Fessenden; and Greenblatt, ex officio)

AGENDA:

- a. Report on Fiscal Year 1992 Budget
- b. Report on Fiscal Year 1993 Budget Proposal
- c. Report on Fiscal Year 1991 Revenue
- d. Report on Futures Commission and Higher Education Coordinating Council Activities

### College and Community Relations Task Force - 3:30 p.m.


1839 Room, Section B

D. Justin McCarthy College Center

(Trustees: Cahners, Chair; Cheng; LePore; Masterman; Walker; Accomando, Co-Chair; Ploof, Co-Chair; Buckley; Fessenden; and Hilgenkamp)

AGENDA:

- a. Internal College Relations
- b. Development Activities
- c. McAuliffe Center



Paul F. Weller  
President

PFW:amd

FRAMINGHAM STATE COLLEGE

BOARD OF TRUSTEES

November 21, 1991

Present: Trustees: Greenblatt, Chair; Buckley; Vice Chair; Accomando; Cahners; Fessenden; Hilgenkamp; Lepore; Masterman; Ploof; Walker; and President Weller.

Absent: Trustee Cheng.

Chair Greenblatt called the meeting to order at 7:15 p.m.

\* \* \* \* \*

On motion duly made and seconded, it was

VOTED: to approve the September 19, 1991 minutes.

\* \* \* \* \*

Report of the Chair

Chair Greenblatt congratulated Trustee Ralph Lepore on his appointment to the Board, and extended his sincere appreciation to outgoing Trustee Ed Clasby for his many years of dedicated service to the Board.

Chair Greenblatt introduced Director of Affirmative Action Barbara Holland, who stated that President Weller has accepted and forwarded the recommendations of the Report on the Task Force Against Discrimination to members of the Board. She asked that Trustees carefully review the 38 recommendations included in the Task Force Report which will be presented for approval and implementation at the January 16, 1992 Board of Trustees meeting.

Ms. Holland stated that copies of Framingham State College's H.I.V./AIDS Policy have been included in the materials distributed this evening. She asked that Trustees review the policy for approval at the January 16, 1992 Board of Trustees meeting.

Chair Greenblatt recognized Trustee Jeff Accomando, who addressed members of the Board on behalf of the Student Government Association. He stated that the overall mood of the students continues to be positive. Framingham State College students are grateful that fees weren't raised during the Summer, and are hopeful that the trend will continue. However, the continuing fiscal problems have devastated the members of our faculty. The students believe it's time for the Framingham State College community to reach out in support of the faculty who have continued to support us throughout the years. Trustee Accomando stated that on December 4, 1991, students throughout the State will be at the State House visiting Legislators to ask for their support to fund pay raises and restore financial aid. The students stand united with faculty, staff and administration in their determination to prevail.

Chair Greenblatt recognized Dr. Robert Wallace, President of the Framingham State College Professional Association, who addressed members of the Board on behalf of the Framingham State College faculty members (upon written request with approval by the Chair).

Dr. Wallace expressed his appreciation to Trustee Accomando for his kind words of support. He stated that in speaking before the Trustees, it was his hope to share the sentiments of the faculty and to ask for the support of Board members. During the last four years salaries have remained the same, however, faculty expenses have not. Our real income has fallen 15% since 1988. The faculty are anxious and their ability to provide has become eroded with no apparent end in sight. The willingness of faculty in taking extra time with students, continuing with research work and publications, cannot be measured. This willingness is solely dependent upon a nurturing environment which has not been present for the last four years. Faculty members have spent numerous hours implementing new programs that have been lost. The faculty are troubled and deeply concerned by the risk of losing all they have worked for over the years.

Dr. Wallace asked the members of the Board to join together with faculty members in their outrage which is threatening all the fruits of public higher education. He asked Board members for their support in funding the Collective Bargaining agreement which would restore the value of living enjoyed by members of the faculty four years ago. He asked Board members to combat any centralized mission proposals for colleges coming from the Futures Commission. The preparation for careers is an important part of what we do, and the faculty of Framingham State College stand strong in their belief not to become something we are not. As Trustees and political appointees, you may have more leverage. We ask that you please exercise this leverage in support of the faculty and public higher education. Dr. Wallace thanked the members of the Board for their patience and time.

Trustee Walker stated that it is important and clearly understood that the members of the Board of Trustees have been tremendously supportive of the needs of the faculty since the beginning of the fiscal difficulties. We, and President Weller, have publically expressed our support and appreciation for their efforts. The members of the Board believe that it is critical that salary raises be received as soon as possible. When the fiscal difficulties began, members of the Board made a pledge that no faculty member's position would be jeopardized. This pledge has been honored. Trustee Walker offered the following resolution:

In recognition of the continued dedication and outstanding performance of the Framingham State College faculty, support staff and administration, the Framingham State College Board of Trustees wishes to express its deep concern for the lack of progress in resolving the economic components of the Collective Bargaining Agreements. Be it resolved that the Framingham State College Board of Trustees will continue to use all means available to it in order to influence the Higher Education Coordinating Council, the Chancellor of Higher Education, the Secretary of Education, the Secretary of Administration and Finance, the Legislature, the Lt. Governor and the Governor to complete the appropriate negotiations to provide salary increases for all employees and fund all collective bargaining contracts. Be it further resolved that the Framingham State College Board of Trustees considers such legislative and executive actions to be of the highest concern and deserving of the highest priority.

\* \* \* \* \*

On motion duly made and seconded, it was

VOTED: unanimously, to accept and inform the Higher Education Coordinating Council's Secretary and Chancellor of the resolution accepted by the Framingham State College Board of Trustees.

\* \* \* \* \*

Chair Greenblatt reported on the status of the Commission on the Future of State and Community Colleges. Information has been gathered from the Higher Education Coordinating Council and State and Community Colleges. This information has been categorized into four broad areas: Mission, Programs, Finance, and Governance. The members of the Commission have formed three separate sub-committees to review and deliberate on the Mission, Programs, and Finance areas, with recommendations to be reported back to the Full Commission. Chair Greenblatt, member of the Finance Sub-Committee, stated that the following areas are being considered by the Finance Sub-Committee: Budget, tuition and fees, financial aid, capital improvements, administration and accountability. Sub-committee members are looking for stability, growth, and equitable and fair systems which will serve the Commonwealth in the future. Chair Greenblatt stated that he was pleased with the quality and care taken by the members serving on the Commission.

#### Report of the Task Forces

##### Personnel Task Force

Trustee Buckley, Chair, Personnel Task Force, stated that the Personnel Task Force Members (Present: Trustees Buckley, Chair; Hilgenkamp; Lepore; Masterman; and Ploof) met at 4:30 p.m., today, November 21, 1991, to review and discuss Personnel Actions (Attachment A).

Chair Buckley stated that discussion included the appointment of the five acting appointments. Task Force members agreed that acting personnel appointments will be monitored closely, and that resumes and job descriptions be submitted with future acting positions.

Following discussion,

\* \* \* \* \*

On motion duly made and seconded, it was

VOTED: to approve Personnel Actions for Appointments, Full-Time Temporary, Visiting Lecturer, Re-Appointments, Change of Status, Retirements; and Corrections.

\* \* \* \* \*

\* \* \* \* \*

On motion duly made and seconded, it was

VOTED: to approve all 03 Appointments in the Division of Graduate and Continuing Education.

\* \* \* \* \*

Budget Task Force

Chair Walker, Chair, Budget Task Force, read the Report of the Budget Task Force (Attachment B).

Community and College Relations Task Force

Trustee Cahners, Chair, stated that the Community and College Relations Task Force members (Present: Trustees Cahners, Chair; Accomando; Buckley; Fessenden; Hilgenkamp; Lepore; Masterman; Ploof; and Walker) met at 3:30 p.m., today, November 21, 1991. Mr. John Haughey, Executive Director of the Framingham State College Foundation, Inc., and President Weller were also in attendance. Discussion included the relationship between the Framingham State College Foundation, Inc. and Framingham State College. Mr. Haughey informed Task Force members that the mission of the Foundation is to receive and maintain funds to be used in the best interest of the College. The importance of the Foundation remaining an independent organization, which would continue to allow funds to be used for the benefit of the College, was stressed. It was agreed that due to the good faith and commitment between the Foundation and the College, plans would begin to prepare a formalized agreement.

Report of the President

Vice President for Academic Affairs Madeleine Adler distributed copies of the new Graduate Catalog. She expressed her appreciation to Director of Media Communications Walter Koroski for his assistance in the preparation of the publication.

Dr. Adler stated that she was pleased to distribute the recent edition of the "Digest of Faculty". She noted that the Digest contains just a sample of the outstanding work and projects being demonstrated by our faculty.

Dean of Admissions Services Philip Doohar stated that the Annual Admissions Open House was held on November 3rd. Special thanks to members of the faculty, administration, and staff for their assistance in supporting this very successful program.

Dr. Doohar reported that the Admissions office has received 316 applications for the January, 1992 semester. The applications represent an increase of 11.6% in comparison to January, 1991.

Mr. John Haughey, Executive Director of the Framingham State College Foundation, Inc., reported on the activities of the Foundation. He stated that the Foundation is moving to a pro-active position with respect to raising money for the College. The Foundation has made additional Board appointments, increasing its membership from a five to a seventeen member Board. Mr. Haughey expressed his appreciation to Trustees and College Administrators for their cooperation and support. He thanked members of the Board for their kind invitation to attend future meetings of the Trustees.

President Weller welcomed Trustee Ralph Lepore to the Board, and extended his personal thanks to outgoing Trustee Ed Clasby for his guidance and leadership throughout the years.

President Weller expressed his appreciation to Director of Affirmative Action Barbara Holland and the members of the Task Force Against Discrimination for their work and many hours involved in the preparation of an outstanding Report. The Report on the Task Force Against Discrimination, along with the Framingham State College H.I.V./AIDS Policy, will go before the Trustees for action at the January 16, 1992 Board meeting.

President Weller reported the following:

- ... Senior Investiture was held on Sunday, October 6, 1991, with Channel 4 news anchor Jack Williams delivering an outstanding address. The very inspirational day was well attended by students, parents and family members.
- ... Thanks to the assistance of Executive Director John Haughey, the members of the Framingham State College Foundation, Inc. have been enthusiastically working to assist the College.
- ... The McAuliffe Center has been very busy with many activities planned. The Sixth Annual McAuliffe Dinner Dance will be held on April 25, 1992 at the Newton Marriott. A grant has just been received from the U.S. Department of Education, with a proposal recently submitted to expand this program and an additional proposal for a McAuliffe Fellows project to Digital Equipment Corporation. We are still awaiting word, and are hopeful that the Center will be accepted as a site for the Challenger Learning Center.
- ... The Colleges will be focusing on two major challenges, or goals, during the next two years: to enhance the quality and distinction of our academic program, and to enhance the quality of all the services offered to our students.



... Fiscal uncertainty persists in the Commonwealth, with Massachusetts continuing to cut public higher education more than any other State. Massachusetts has decreased its support for public higher education by 28% in the past two years, with Rhode Island being "next worst" with a 17% cut, compared to Nevada's 31% increase. Massachusetts is the only State to cut public higher education for four consecutive years. At a meeting held by Secretary of Administration and Finance Peter Nessen on November 20th, projections included the possibility that the Commonwealth will face a \$1.6 billion deficit for Fiscal Year 1993, which might imply further budget cuts for Fiscal Year 1993. But, our students are already paying approximately 50% of their educational costs. I know that you join with me and the entire College in pledging to continue to do all that is possible in support of public higher education and the students, faculty, and staff of Framingham State College.

The meeting adjourned at 8:40 p.m.

Respectfully submitted,



Sherwin Greenblatt, Chair  
Framingham State College Board of Trustees



Paul F. Weller, Executive Secretary  
Framingham State College Board of Trustees

Addendum to Attachment A  
November 21, 1991

PERSONNEL ACTIONS

ADDENDUM

CORRECTIONS

LaBranche, Chuck

Name correction to LaBrache, Charles

Weinstein, Dena

Salary correction from \$18,240.04 to \$29,191.76  
Annual Salary Rate

DELETIONS

DeVasto, Carl

Assistant Professor  
English

Effective: 01/26/92  
Salary: \$29,000.40 annually

PERSONNEL ACTIONS

APPOINTMENTS

Fagone, Elinor M.	Acting Director of Orientation	Effective: 12/29/91 Salary: \$26,208.00
Gallagher, James	Information Technology Support Manager Computer Services	Effective: 11/03/91 <sup>11/7</sup> Salary: \$33,000.24
LaBranche, Chuck	Acting Chief Campus Police	Effective: 11/03/91 Salary: \$39,000.00
Phillips, Diana C.	Acting Director Development	Effective: 10/15/91 Salary: \$55,000.40
Rogers, Stephen D.	Staff Assistant Computer Services	Effective: 11/17/91 Salary: \$25,000.04
Salvaggio, Brian M.	Acting Director Career Advisement	Effective: 12/29/91 Salary: \$36,036.00
Sayewich, John	Acting Lieutenant Campus Police	Effective: 11/03/91 Salary: \$29,000.40

FULL-TIME TEMPORARY

Cooper, Lois B.	Instructor Mathematics	Effective: 01/26/92 - 05/31/92 Salary: \$23,000.12
Dantas, Antonio	Associate Professor Economic/Bus. Admin.	Effective: 01/26/92 - 05/31/92 Salary: \$39,301.08
Dargan, Susan	Instructor Sociology	Effective: 01/26/92 - 05/31/92 Salary: \$23,000.12
DeVasto, Carl	Assistant Professor English	Effective: 01/26/92 - 05/31/92 Salary: \$29,000.40
Findell, Bradford	Instructor Mathematics	Effective: 01/26/92 - 05/31/92 Salary: \$24,000.08

Foster, Irene	Instructor Mathematics	Effective: 01/26/92 - 05/31/92 Salary: \$23,000.12
Gresens, Susan	Assistant Professor Biology	Effective: 01/26/92 - 05/31/92 Salary: \$29,200.08
John, P.M.	Assistant Professor Philosophy	Effective: 01/26/92 - 05/31/92 Salary: \$32,850.48
Killory, J.F.	Assistant Professor Psychology	Effective: 01/26/92 - 05/31/92 Salary: \$31,100.16
Li, Xiahong	Assistant Professor Communication Arts	Effective: 01/26/92 - 05/31/92 Salary: \$29,000.40
McCarthy, Desmond	Assistant Professor English	Effective: 01/26/92 - 05/31/92 Salary: \$29,000.40
Melie, Edith	Assistant Professor Home Economics	Effective: 01/26/92 - 05/31/92 Salary: \$35,000.16
Milot, Barbara C.	Assistant Professor Art	Effective: 01/26/92 - 05/31/92 Salary: \$30,400.24
Ouellet, Alvin	Assistant Professor Art	Effective: 01/26/92 - 05/31/92 Salary: \$29,000.40
Scandrett, Julia	Assistant Professor English	Effective: 01/26/92 - 05/31/92 Salary: \$29,000.40
Speros, Jonathan	Instructor Economics/Bus. Admin.	Effective: 01/26/92 - 05/31/92 Salary: \$27,000.48
Whitman, Betsey	Associate Professor Mathematics	Effective: 01/26/92 - 05/31/92 Salary: \$41,050.36

**APPOINTMENTS - VISITING LECTURERS**

Dwinell, Roland	Economics/Bus. Admin.	Effective: 09/01/91 - 01/25/92 Salary: \$3200.00
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**REAPPOINTMENTS**

Ludemann, Pamela	Assistant Professor Psychology	Effective: 09/01/92 - 05/31/93
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CHANGE OF STATUS

Desjarlais, Jeffrey	Director Alcohol Program	Effective: 07/31/91 Salary: \$31,237.96
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RETIREMENTS

Bone, Betty	Director Career Advisement and Placement	Effective: 12/28/91
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RESIGNATIONS

Cella, David J.	Chief, Campus Police	Effective: 11/02/91
Dumas, Thomas	Visiting Lecturer Economics/Bus. Admin.	Effective: 09/01/91
Hibbard, Ruth T.	User Consultant	Effective: 11/16/91
Leslie LaChance	Visiting Lecturer Communication Arts	Effective: 10/19/91

CORRECTIONS

Quinn, Kathleen	Asst. Athletic Director to Asst. Athletic Trainer	Effective: 08-04-91 - 06/06/92
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Personnel Action Summary  
New Full-Time Appointments

	<u>Male</u>	<u>Female</u>
White	7 _____	2 _____
Black	_____	_____
Hispanic	_____	_____
Asian or Pacific Islander	_____	_____
American Indian or Alaskan Native	_____	_____
Handicapped	_____	_____
Other	_____	_____

Full-Time Appointments (Temporary)

	<u>Male</u>	<u>Female</u>
White	6 _____	7 _____
Black	_____	1 _____
Hispanic	1 _____	_____
Asian or Pacific Islander	_____	1 _____
American Indian or Alaskan Native	_____	_____
Handicapped	_____	_____
Other	1 _____	_____

FALL 1991

PERSONNEL ACTIONS  
OFFICE OF GRADUATE AND CONTINUING EDUCATION

-03 APPOINTMENTS

Include:

Mrs. Arlene Argir	Education	Visiting Instructor	\$1,134.00
Dr. Patricia Cote	Education	Visiting Instructor	567.00
Dr. J. Bernard Everett	Education	Visiting Associate Professor	951.00
Dr. Rona Tananbaum	Psychology	Visiting Assistant Professor	900.00
		TOTAL	<u>\$3,552.00</u>

Delete:

Mrs. Marjorie C. Horton	English	Visiting Assistant Professor	\$2,600.00
Dr. Rita Loos	History	Visiting Professor	\$2,668.00
Dr. Yaser Najjar	Geography	Visiting Associate Professor	\$2,736.00
Mr. Alan Wu	Computer Science	Visiting Instructor	\$2,268.00
		TOTAL	<u>\$10,272.00</u>

**FRAMINGHAM STATE COLLEGE**

**BUDGET TASK FORCE**

**November 21, 1991**

The Budget Task Force met on Thursday, November 21, 1991 at 4:00 p.m. in the 1839 Room of the D. Justin McCarthy College Center at Framingham State College.

Trustees present: Walker, Chair; Accomando; Cahners; Fessenden and Greenblatt.

\* \* \* \* \*

Vice President Horrigan presented a series of charts depicting revenue for Fiscal Year 1991 (Copies of the charts are in the materials distributed this evening, Attachment A). You will note that revenue for the year was \$28,255,066 a decrease of 0.4% from Fiscal Year 1990. Trust Fund revenues, exclusive of the Emergency Educational Services Fee, increased 3.1% while state appropriations decreased 14.8%. The Task Force recommends that you review these charts and Vice President Horrigan will be happy to receive your comments and answer any questions.

\* \* \* \* \*

Included with the materials mailed to you (Attachment III) is the first Quarterly Report on Trust Fund activities for Fiscal Year 1992. This report which indicates both budgeted and actual income along with expense information is presented to the Trustees on a quarterly basis. Comments regarding this report may be given to the Task Force members or to Vice President Horrigan.



(2)

You should also know that while the State has not announced any major reversions for the current fiscal year, the Fringe Benefit rate charged against Trust Fund Accounts has been increased from the budgeted 27% of salaries to 29.26% retroactive to July 1. The estimated cost of this change is \$50,000.

\* \* \* \* \*

The Fiscal Year 1993 Budget Request was prepared by the President and submitted to the Higher Education Coordinating Council (HECC) on October 25, 1991 in accordance with HECC guidelines. The Budget which was included with the material sent with the agenda (Attachment III) requested \$1,836,566 in additional dollars. HECC staff has recommended a \$1,009,751 or a 10.3% increase for Fiscal Year 1993. (The average recommended increase for both State and Community College's was 9.1%). In addition to this amount HECC is recommending major increases in Scholarship Accounts and Educational Reference Materials. Details of these recommendations will be provided when they are received from HECC.

However, President Weller today received a telephone call from HECC indicating that the Governor has requested Budgets from the various State agencies, including Higher Education, at three funding levels - Level funding, a 10% decrease and a 20% decrease. Written materials have not been provided to the College concerning this latest Budget request from the Governor. President Weller will have additional comment on the Fiscal Year 1993 Budget and the Futures Commission during his report.

(3)

\* \* \* \* \*

On a more optimistic subject, Vice President Horrigan reported that again this year Weston Nurseries has donated shrubs and trees to the College. Over the two years, the value of the donation is approximately \$35,000. Both of these donations have been as the result of the efforts by Walter Koroski, Director of Media Service. The Committee wishes to commend him and thank Weston Nurseries for there most generous gifts.

Mr. Horrigan also reported that Joseph Calapa, Associate Director of Fiscal Affairs has been appointed by State Treasurer Joseph Malone as one of the 15 members of the Massachusetts Municipal Depository Trust (MMDT) Advisory Board. The MMDT is a State authorized agency which invests local government and State funds on a short term basis. Average assets under management are currently 1.148 billion dollars. The Task Force wishes to congratulate Mr. Calapa on his appointment.

November 21, 1991

Framingham State College  
 Comparison of College Revenue  
 for Fiscal Years 1988, 1989, 1990 and 1991

**All College Funds**

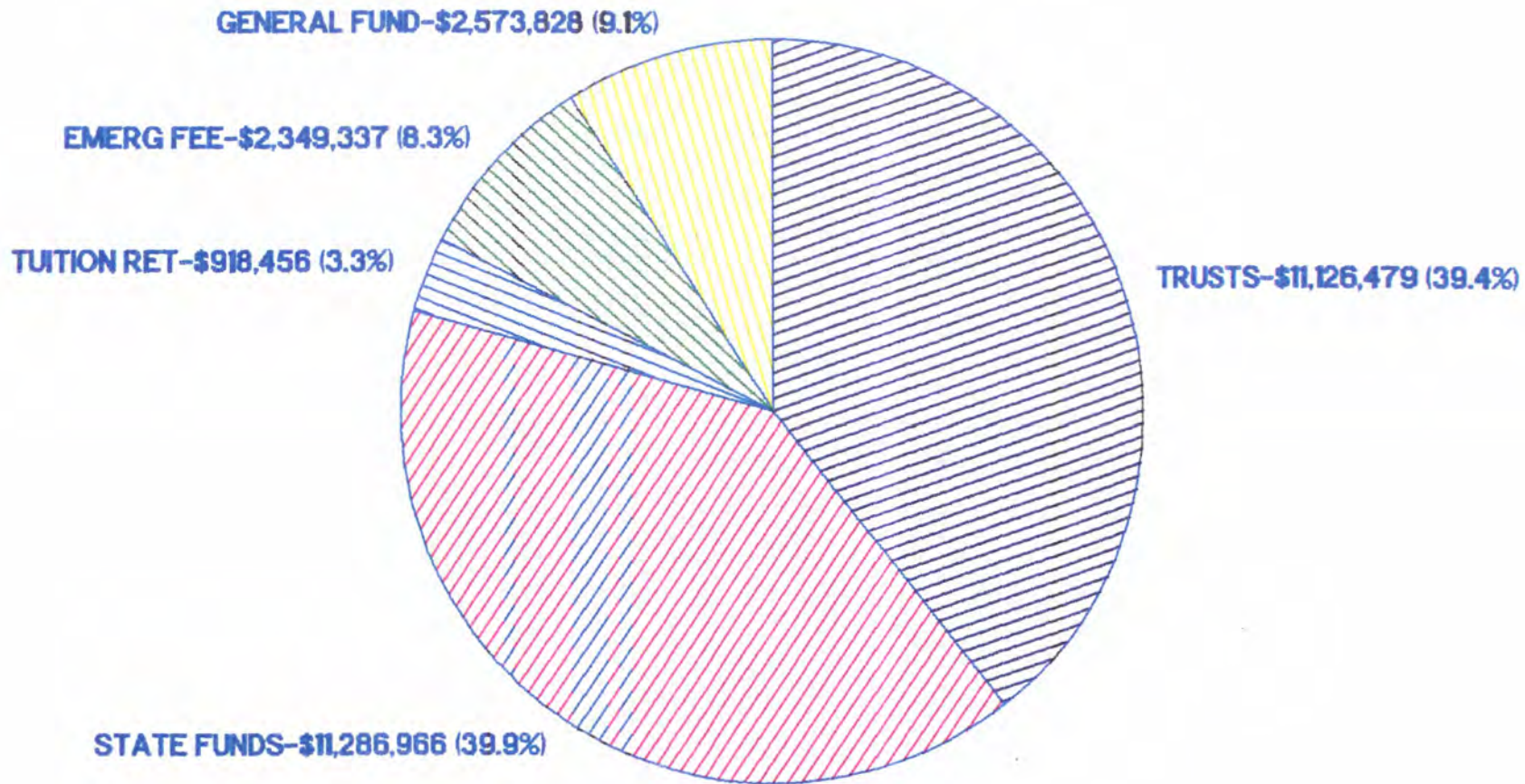
	<u>FY 1988</u>	<u>FY1989</u>	<u>FY1990</u>	<u>FY1991</u>
Total Revenue	\$27,069,732	\$27,462,045	\$28,337,073	\$28,255,066
State Funds	\$14,994,220	\$14,442,278	\$13,247,475	\$11,286,966
Tuition Retention	-----	\$ 259,780	\$ 511,409	\$ 918,456
Emergency Fee	-----	-----	\$ 1,013,129	\$ 2,349,337
Trust Funds	\$ 9,218,690	\$ 9,866,114	\$10,793,899	\$11,126,479
General Fund	\$ 2,856,822	\$ 2,893,873	\$ 2,771,161	\$ 2,573,828

1. General Fund Revenue is not available for expenditures on campus.

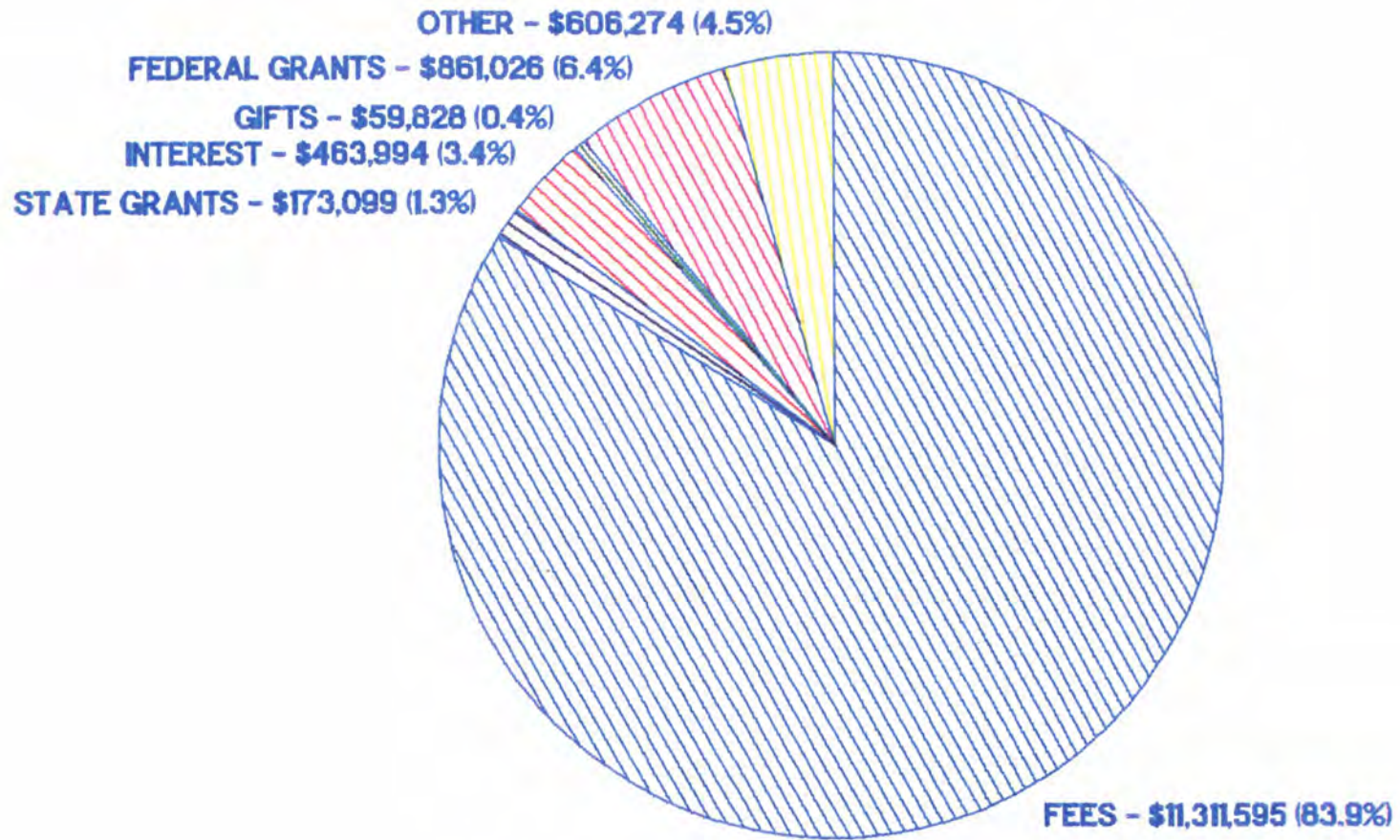
**Student Fee Trust Funds**

	<u>FY1988</u>	<u>FY1989</u>	<u>FY1990</u>	<u>FY1991</u>
Total Revenue	\$ 2,010,765	\$ 2,178,459	\$ 3,338,048	\$ 4,628,603
Student Services	\$ 751,677	\$ 818,935	\$ 881,540	\$ 867,321
Student Activities	\$ 359,145	\$ 382,022	\$ 400,820	\$ 382,719
Campus Center	\$ 376,076	\$ 418,379	\$ 412,709	\$ 422,211
Academic Services	\$ 519,833	\$ 553,638	\$ 625,186	\$ 602,527
Emergency Fee	-----	-----	\$ 1,013,129	\$ 2,349,337
Photo I.D.	\$ 4,034	\$ 5,485	\$ 4,664	\$ 4,488

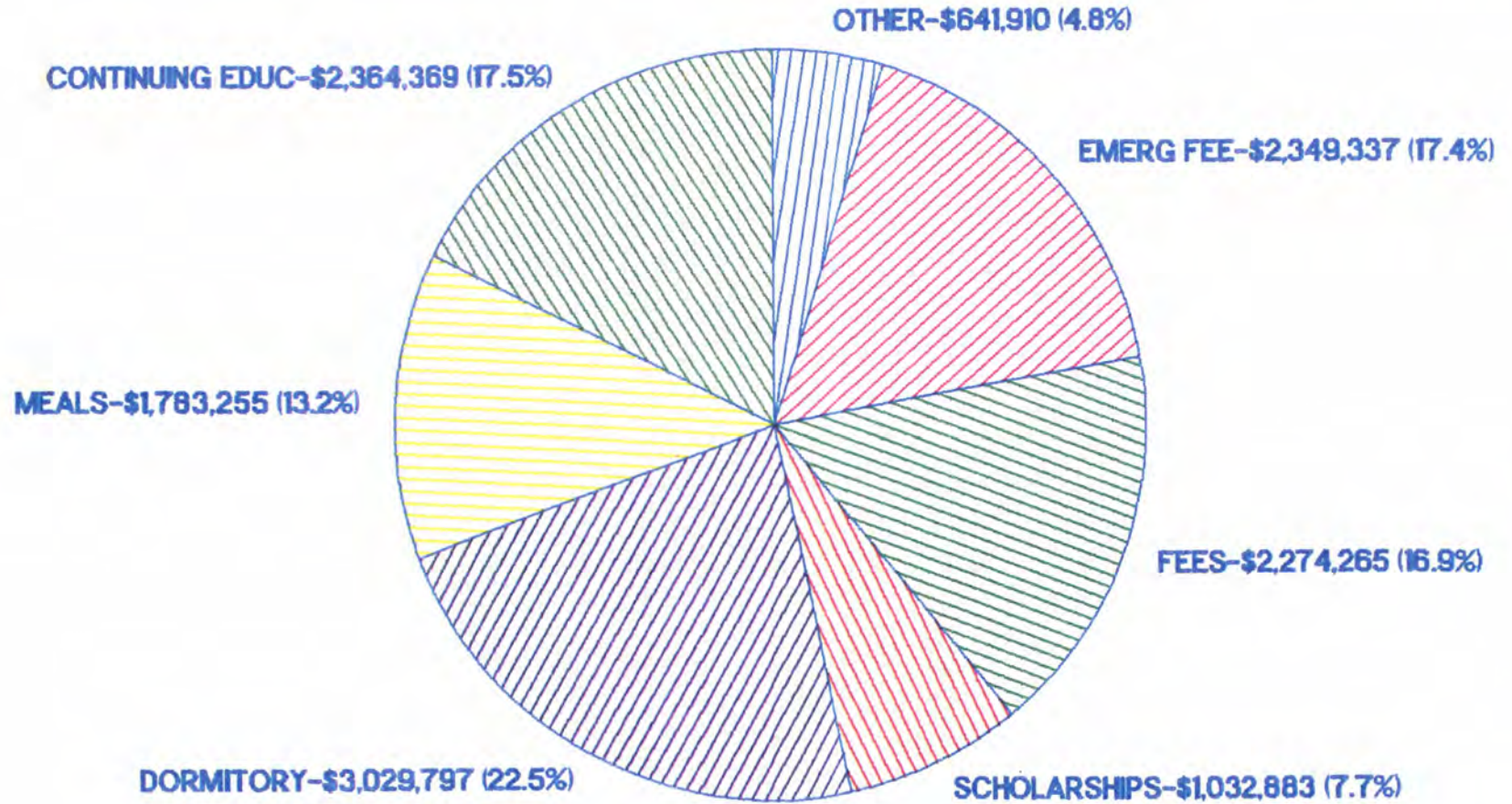
**TOTAL COLLEGE REVENUE - \$28,255,066**  
**FY 1991 BREAKDOWN**



**TRUST FUND REVENUE - \$13,475,816**  
**FY 1991 TOTAL**



**TRUST FUND REVENUE - \$13,475,816**  
**FY 1991 TOTAL BY CATEGORY**



**STUDENT FEE TRUST FUNDS - \$4,628,603**  
**FY 1991 BREAKDOWN**

