INSTITUTIONAL REVIEW BOARD FOR HUMAN SUBJECTS RESEARCH (IRB/HSR) CALIFORNIA STATE UNIVERSITY, BAKERSFIELD

Minutes of Meeting Friday, 24 January 2014 [DDH A-108]

Members Present:

Scientific Concerns: Anne Duran, Roseanna McCleary, Kathleen Gilchrist Nonscientific Concerns: Steve Gamboa, Paul Newberry, Tony Alteparmakian Community Concerns: Grant Herndon, Lily Alvarez

Members Absent:

Mike Butler

Visitors:

First 5 Kern Report: J. J. Wang
GRaSP Administrative Coordinator: Gwen Parnell,
Edvention Report: Randy Schultz & Robin Valente
Student Observers: Chris Sanders, Ashlan Chavez, Lindsay Woods

I. CALL TO ORDER

Chair Paul Newberry called the meeting to order at 8:01 AM.

II. APPROVAL OF MINUTES

The minutes of the previous meeting on Wednesday, 04 October 2013 were corrected and approved. Duran soo moved, McCleary seconded, 8-0.

III. ANNOUNCEMENTS

- **A. Hello Tony.** New member, Tony Alteparmakian, Teacher Education, who is replacing Randy Schultz, was welcomed to the fold.
- **B. Goodbye Lily.** Lily Alvarez announced that she will leave the IRB after the June 2014 meeting, related to her impending retirement from Kern County Mental Health.

IV. OLD BUSINESS

A. IRB Tracking. RERC summarized the issue. Graduate programs in Education would be the next target for adding an IRB line to their culminating project tracking documents. Related, there is a graduate student IRB orientation next week by Paul and Steve. Gilchrist had attended an orientation and encouraged others to do so. Time, date, and venue will be announced via e-mail.

B. Dedicated IRB Software. RERC and Parnell summarized. Administrators have been encouraging us to explore alternatives to the software dedicated to processing IRB documents that had been reviewed. Several new vendors are supposed to be providing software documents designed to the needs specified by Parnell and the RERC, but these have not happened. Qualtrics is another possibility. Parnell noted that when the new CSUB online websites come up next week, this will include a new IRB site. It is not clear if this will alter the function of any of the elements of IRB protocol submission.

V. NEW BUSINESS

A. Formal Board affirmation of protocols previously approved under Standard Review, Expedited Review, Third Party Access and Exemption from Full Review since the October 2013 meeting.

1. Standard Review [2]

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
13-96	Michael M. Smith	Physical Activity and Kinesiology (PEAK)	Msmith81@csu	The Effects of Aerobic Exercise, Aerobic Fitness, and S-allycysteine on Hemorheological Factors in Response to Prolonged Inactivity in Healthy Adults	9/24/2013		Standard		10/24/2013	10/4/2013 Conditional Approval
13-97	Roseanna McCleary, Melissa Lett, Urvishi Patel, Shirelle Perez	Department of Social Work		Identification of Social Policy Issues of Incarcerated Older Adults Using Collateral Sources	9/25/2013		Standard		10/14/2013	Conditional Approval 10/7/2013

It was noted that McCleary's e-mail needed to be corrected on 13-97. Duran moved, Herndon seconded formal affirmation as corrected, 8-0.

2. Expedited Review [4]

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
13-89	Gokh Alshaif, Noor Qwfan	Political Science	galshaif@gmail.c om noorqwfan@gami 1.com	The Daughters of Sojourners: The Yemeni-American Female Experience in Education	7/31/2013	Kent Price	Expedited	Roseanna McCleary, Paul Newberry	10/8/2013	Revisions 9/25/2013, 10/4/2013
13-91	Johanna Montes, Jocelyn Barahona	Nursing	1389@yahoo.co	CPHC Health Screening Data: The Significance of Uninsured Participants Screened in Kern County	8/26/2013	Judy Pedro	3PA	Roseanna McCleary, Paul Newberry	10/1/2013	
13-103	Phyllis Heintz	Department of Nursing	pheintz@csub.edu	The Impact of Ageism on Older Women's Decisions to Seek HealthcarePilot Study	10/8/2013		Expedited	Roseanna McCleary & Anne Duran	10/18/2013	
13-110	Brandon Bentle	Sociology	pbbentle@netzer	Evangelical Christian Pastors and Dishonesty within the Leader- Subordinate Relationship	10/29/2013	Rhonda E. Dugan	Expedited	Paul Newberry & Kathleen Gilchrist	11/18/2013	

Gilchrist moved, Alvarez seconded formal affirmation, 8-0.

3. Third-Party Access to Existing Data [2]

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
			ronlaran@gmai	CPHC Health Screening Data: A				Randy		
			l.com,	Comparison of Urban and Rural				Schultz &		
	Ronald Laran,	Department of	stephcazares10	Screening Test Results in Older				Anne		
13-98	Stephanie Cazares	Nursing	@yahoo.com	Adults	9/30/2013	Judy Pedro	Expedited	Duran	10/10/2013	
			jennytrinh12@							
		Department of Nursing, Community		CPHC Health Screening Data:						
	Jenny Trinh, Valerie			Variations in Follow Up Trends						
1		Collaborative,	s01@gmail.co	Between Men and Women in the Kern			Third-			No personal
13-102	Castellanos	CSUB	<u>m</u>	County	10/3/2013	Judy Pedro	Party		10/3/2013	identifiers

RERC explained that there are no reviewers for Protocol 13-02 because he reviewed this himself because there were no personal identifiers in the data. Alvarez suggested that this should be noted in the comments column when it comes up. Alvarez moved, McCleary seconded formal affirmation, 8-0.

4. Exemption from Full Review [14]

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
13-90		M.A. Curriculum & Instruction (Extended University)	ffinley@lbschools .net	Eighth-Grade Student Attitudes Toward Screencasting	8/20/2013	Ronald Hughes	Exemption		10/14/2013	
13-99		Department of Mathematics	plutz@csub.edu	Kern High School District and California State University, Bakersfield: A Quarter Century of Collaboration in Mathematics Education			Exemption		10/8/2013	
13-100	Tony Alteparmakian	Department of Teacher Education	aalteparmakian@c sub.edu	Successful Common Core Mathematics Teacher Characteristics	10/3/2013		Exemption		10/4/2013	
13-105	Angel Armenta, Melissa Thornsberry	Psychology	angelarmenta89@ yahoo.com, melissatberry@gm ail.com	Stereotypes About Transgendered Individuals	10/14/2013	Anne Duran	Exemption		10/25/2013	
13-106		English Department, Cal Poly San Luis Obispo	jrubba@calpoly.ed	Faculty Disability at CSU Bakersfield	10/16/2013		Exemption		10/18/2013	

Exemption from Full Review [14] Continued

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
		Department of								
		History/Walter Stiern								
		Library/Public	clivingston@csub.			Christopher				
13-108	Kim Nolan-Molina	History Institute	<u>edu</u>	San Joaquin Valley Oral History Project	10/17/2013	Livingston	Exemption		10/25/2013	
				Special Education Teacher's Level of						
		Educational	yortiz-	Training and Self-Efficacy for Bullying						
13-109	Yvonne Ortiz-Bush	Counseling	bush@csub.edu	Prevention and Intervention	10/21/2013		Exemption		10/22/2013	
		University of								
		Phoenix, Doctor of								
		Management in		Implementing Culture Change in Online		Edward C.				
13-113	Carla A. Marsh	Organizational Leadership		and E-Learning Innovation in Higher Education	11/4/2013	Kisailus, PhD.			12/11/2013	
13-113	Carja A. Marsh	Leadership	vivian.cruz.92@g	Education	11/4/2013	PND.			12/11/2013	
			mail.com							
			hernandezm9304							
	Vivian Cruz, Maria			Compassion Fatigue and Burnout in						
	Hernandez, Hayley			Relation to Academic Motivation Among						
13-114	Roach	Psychology	@gmail.com	Undergraduate University Students	11/12/2013	Anne Duran	Exemption		11/12/2013	
	Kalyn Valentine,		klvalentine7@gma	Intrinsic Motivation Among Professors						
13-115	Savannah Andrews	Psychology	il.com	Who Attend Conferences	11/12/2013	Anne Duran	Exemption		11/12/2013	
				Prevent Attacks and Violence Before						
			chan6484@gmail.	They Occur at Colleges and						
13-116	Chandevy Eng	PPA	<u>com</u>	Universities	11/12/2013	Jinping sun	Exemption		11/21/2013	
		Teacher Quality		Pre-Service Teacher Perceptions of						
13-117	Randy Schultz	Programs	rschultz@csub.edu	Bullying in Schools	11/18/2013		Exemption		11/22/2013	
				Older Women's Experiences with						
13-119	Phyllis Heintz	Nursing	pheintz@csub.edu	Healthcare Access-Full Study	12/5/2013				12/6/2013	
						Isabel				
						Sumaya,				
				Effects of Bright Light Treatment on		Marianne				
13-120	Tyler Hunter	Psychology	il.com	Memory: A Randomized Placebo	12/11/2013	Abramson	Exemption		1/6/2014	

Duran moved, Gilchrist seconded formal affirmation, 8-0.

B. Formal Board affirmation [4] of protocols submitted and designated as not falling within the IRB/HSR definition of human subjects research (not within IRB/HSR purview) since the October 2013 meeting.

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
		Department		Sufficient Dimension Reduction with						
13-101	Belin Zeng	Mathematics	bzeng@csub.edu	Applications to Cancer Data	10/3/2013		NRS		10/3/2013	
13-104	Renee Lavoie	PPA	rlavoie92@yaho o.com	Helping the Youth of Our Future: An Inside Look at After School Art Programs Geared Toward At-Risk Youth	10/8/2013	Chandra Commuri	NRS		10/9/2013	
13-111	Lakesha Jones	PPA	lakeshajones95 @yahoo.com	Truancy An Issue in Kern County: Problem Analysis & Policy Recommendations	10/31/2013	Chandra Commuri	NRS		11/1/2013	
13-112	Dalton Kelley	PPA	daltonkelley@ya hoo.com	New Federalism and Fracking: Lessons Learned From the Colorado Experience	10/31/2013	Chandra Commuri	NRS		11/1/2013	

Alvarez moved, Herndon seconded formal affirmation, 8-0.

C. Formal Board affirmation [2] of previously approved granted <u>Renewals</u> since the October 2013 meeting. The only modifications were additions of new HSPT-certified research assistants for 12-95.

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Stredded/Date
			aduran@csub.ed							
			u_ lgubkin@csub.e			Anne Duran,		Gilchrist &		Renewed
12-95	Mary Storey	Religious studies	<u>du</u>	Holocaust Class Learning Outcomes	9/21/2012	Liora Gubkin	Expedited	Swenson	10/12/2012	10/18/2013
										Renewed
		Mathematics/Phy	yko@csub.edu							5/20/2013,
	Yangsuk Ko &	sics and	dabouelnasr@cs	Perceptions of Students Taking						Renewed
12-105	Dana Abouelnasr	Engineering	ub.edu	Calculus	10/12/2012	N/A	Exemption		10/12/2012	10/14/2013
	Roseanna	Social Work	rmccleary@csu	Project Esperanza Program				Newberry &		Re-newed
12-41	McCleary	Social Work	b.edu	Evaluation: Phase II	4/12/2012		3rd Party	Duran	4/25/2012	4/2/2013

The reviewers need to be corrected for Protocol 12-95. Alvarez moved, Gilchrist seconded formal affirmation as corrected, 8-0.

D. Formal Board affirmation of protocol **closures [24]** (unless renewed) whose authorization have ended or will end prior to the April 2014 IRB meeting.

Number	Author	Department	E-mail	Title	Date Submitted	Faculty Sponsor	Type of Review	Reviewers	Final Approval	Comments/ Shredded/Date
										closed 6/12
	1	Enrollment	jmimms@csub.ed							Renewed
09-142	Jacqueline Mimms	Management	<u>u</u>	The CSU: Summer Algebra Institute	7/2/209		Third-Party		7/2/2009	4/2/13
	Marianne Abramson &		mabramson@csu	Pain and High Heels As Sexual				McCleary &		renewal
10-130	Tyson Smith	Psychology	b.edu	Attractors	8/18/2010		Expedited	Newberry	9/1/2010	1/10/12
	Stacy Teeters &		stacy.teeters@gm	Multicultural v. Colorblind Approach's						renewed
10-150	Diana Pogue	Psychology	ail.com_	Effect on Tolerance and Acceptance	11/3/2010	Anne Duran	Exemption	11/9/2010		2/3/12
		History/ Walter								11/30/11
		stiern Library/								renewed
		Public History		00110	1/0/0011			41010044		12/07/12
11-01	Asher	Institute	ddodd@csub.edu	CSUB Campus Oral History Project Outcomes Evaluation of A Mental	1/6/2011		Exemption	1/9/2011		renewed
				Health Services Act Program for Older						renewal.
				Adults: Wellness, Independence, and						Renewal,
11-04	Roseanna McCleary	Social Work	rmccleary@csub. edu	Senior Enrichment Services	1/12/2011		Standard	2/1/2011		1/30/2013
11-04	1103eanna Wcoleary	Social Work	cdu	Seriioi Erincriment Services	1/12/2011		Standard	2/1/2011		closure 9/12
			rdugan2@csub.ed	"Evaluation of Classroom Exercises,						Renewed
11-137	Rhonda Dugan	Sociology	u	Assignments, and Student Projects"	10/24/2011		Exemption	10/25/2011		3/4/2013
			LesleeMartinez0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			,			Renewal
11-143	Leslee Martinez	Psychology	8@gmail.com	Tattoos, Gender, and Perceived Pain	11/10/2011	Anne Duran		Exemption	11/16/2011	2/6/12
		, ,,	rmccleary@csub.			Roseanna	Newberry &	· ·		Renewed
11-146	Roseanna McCleary	Social Work	edu	Project Esperanza Program Evaluation	11/14/2011	McCleary	Gilchrist	Expedited	1/23/2011	9/28/2012
				I am Hot! No, You're Not: An						
				Investigation of the Complex Relationship						
			nhthomps@gmail	between Self-perception of Mate Value and		Brian		McCleary &		
12-03	Natalie Thompson	Anthropology	<u>.com</u>	the Assignation of Mate Value by Others	1/12/2012	Hemphill	Expedited	Duran	2/8/2012	
40.05			mleon6@csub.ed	The Neural Basis of Human Time	444710040			Gilchrist &	0.07/0040	Renewed
12-05	Matt Leon	Psychology	<u>u</u>	Perception	1/17/2012		Expedited	Newberry	2/27/2012	1/14/13
12-06	Vanassa Dugus	Social Work	vduque1019@gm	Atheism: Disclosing an Invisible Stigma	1/19/2012	Edna Molina	Expedited	Gamboa & Duran	4/5/2012	
12-00	Vanessa Duque	Social Work	ail.com	The Influence of Stress and	1/19/2012	Edila Molilla	Expedited	Dulan	4/3/2012	
			jackof a2@yaho	Competency on Pre/Post-Test		Marianne		Swenson &		
12-07	Jade Copeland	Psychology	o.com	Assessment of Performance	1/20/2012	Abramson	Expedited	McCleary	2/2/2012	
12 07	bade copeland	Doctoral	icaldwell@csub.e	CSUB Graduate Center Focus Group –	1/20/2012	Curtis	Expedited	Wicolcary	2/2/2012	
12-10	Jeremy Caldwell	Program	du	Ed.D. Cohort	2/13/2012	Guaglianone	Exemption		2/17/2012	
h		- 3				- 223				
			Sirived.khalsa@g	Electronic Medical Record						
12-12	Siri Ved Khalsa	MSA Healthcare	mail.com	Implementation: A Renovation Project.	2/13/2012	BJ Moore	Exemption		2/28/201	
16-16	On veu Miaisa	WOAT leafuicate	man.com	*	2/10/2012	D3 WOOTE	LACITIPUOTI		2/20/201	
			Imkelley@mac.c	Working with Students in Math: A		Randy				
12-13	Leslie Kelley		<u>om</u>	study of Specific Interventions	2/13/2012	Schultz	Exemption		2/24/2012	

Closures (continued)

		Sociology	bayley.nicola@g	Coping Mechanisms, Family Dynamics and Intervention of Suicide Survivors – Can Online Suicide Survivor Forums		Alem		McCleary/		
12-16	Nicola Bayley	Department	mail.com	Shed Light on this Experience?	2/29/2012	Kebede	Expedited	Swensen	3/14/2012	
12-27	Judy Pedro	Nursing	jpedro@csub.edu	Breastfeeding Survey	3/14/2012		Exemption		3/16/2012	
12-30	Judy Pedro	Nursing	jpedro@csub.edu	Windshield Survey: A Community Level Documentation Study	3/16/2012		Exemption		3/20/2012	
12-32	Ana Peria	Sociology Department	a.pr13@ymail.co m	Examining Contextual Factors that Contribute to Ethnic Development of Hispanic American Students	3/20/2012	A l em Kebede	Exemption		4/13/2012	
12-37	Devin Russell	Psychology	devingrussell@g mail.com	The Effects of Synthetic Voices on Long-Term Memory	4/5/2012	Marianne Abramson	Expedited	Gilchrist & Abramson	4/20/2012	Re-newed 2/19/2013
12-60	Shannon Franz	Curriculum and Instruction – Teacher Education	shannonfranz@ya hoo.com	Integrating Technology as a Means of Instruction Delivery for Young Students	4/25/2012	Chandra Commuri	Exemption		4/30/2012	
12-63	S. Aaron Hegde	Economics	mevans@csub.ed u	Camp to Campus: Oral Histories of Migrant College Graduates	4/27/2012		Exemption		4/30/2012	

McCleary's e-mail needs to be corrected for Protocol 11-146. Protocol 12-41 needs to be renewed and shifted to Renewals, and Protocol 12-45 needs to be removed from the closure list until a decision can be made whether to renew. There was a motion to formally affirm as corrected, Herndon moved, McCleary seconded, 8-0.

E. New Protocol Reviews [none]

F. Continuing Review and Renewal of Authorized Protocols

1. Protocol 07-91. "Evaluation for Kern County Children and Families Commission [KCCFC]" with J. J. Wang. Primary readers are all members.

The PI summarized. There are 40 programs providing services. There are 25 CSUB internships; there were 23 last year. Services include child health, family services, and child development. Assessment involves accountability to the community, but there is also commitment to sharing results with the scholarly community, which requires IRB authorization. Questions followed:

Q: What is the reference to coordination? **A:** This is among the child health, family services, and child development elements, and is mandated by the State.

Q: Are data and information shared among agencies? **A:** Yes, and there is an open house among all of the service agencies.

Q: Are the outcomes assessed specified by the State? **A:** Yes, but there is reorganization going on.

Q: Seems like everything we see has to do with process or service providing, rather than actual outcomes such as data on school readiness when the children served hit kindergarten. **A:** PI says that outcomes are assessed and included in annual reports. He will share the annual report with the RERC, so it can be distributed to Board members.

Q: It doesn't really seem like the public understands the benefits, given all of the money being spent. **A:** The PI has made recommendations and is working on it.

Q: What is your actual role in the evaluation process? **A:** The PI serves as "external evaluator and is supposed to be neutral.

Q: How is the adverse event assessment going with the new instrument? **A:** Agencies like it.

C: The PI was complimented on the poster presentation submitted as part of the report.

When there were no more questions, the PI was excused and the Board deliberated in executive session. There was a motion to accept the quarterly report, renew the authorization of Protocol 07-91 for one year. McCleary moved, Alvarez seconded, 8-0.

In a discussion ranging beyond the purview of the IRB [protecting research subjects], members wondered if F5K was effectively sharing with the community understandable, common-sense, convincing outcome data showing that the F5K programs effectively address community needs, such as making the children served healthier and able to do better in school. The Board wished to support the Pl's efforts in advocating along these lines.

The PI was invited back and so informed. He was complimented on his continuing good work as liaison between the IRB and the F5K agencies.

2. Edvention and Related. With Randy Schultz and Robin Valente. Primary readers are all members.

Robin Valente was introduced. The PI and Valente summarized. Protocol 10-157 continues and has been expanded. These data have resulted in a publication in a new periodical. Suleiman is taking the lead in data analysis and dissemination. There will be three presentations at an education conference coming up in April 2014. On Protocol 11-66, it was noted that the cycle of activity model and the common core standards have now been so internalized that they are part of "the culture" and "how we do business". Swenson was the force behind Protocol 11-68. Since her death, a larger group of students has become involved, especially in technology and special education courses. There is a travelling cart with iPads that can go to AV, for example. The iPads were used a lot by school kids in Lamont in Summer 2013. This protocol will continue. Protocol 11-117 is a large protocol involving outcome assessment. David Wright is retired but still involved. They are hoping for a one-year extension of data collection to see how the teacher training carries forward, for example to job interviews. Protocol 11-122 is completed and should be closed. Protocol 13-117 involves bullying prevention. They held a training conference with pre/post surveying and a movie in between, training on LGBT issues, and a guest speaker. Perhaps this will happen annually and be tied to other events on the CSUB campus such as the Ally Rally. The PI has submitted a new protocol involving self-efficacy assessment that is under IRB review. Questions followed:

[Q = question, A = answer, C = comment]

Q: How does Protocol 13-117 fit into this overall project? A: It addresses classroom violence, which is one of the reform elements. More broadly, it's about the school climate or environment, in other words, the setting in which children learn.

C: The idea of "restitution" by bullies or "restorative justice: as approved to "zero tolerance" kicking them out of school might be useful. A: The PI agrees.

Q: Where are you on getting outcomes data on possible academic performance enhancement in children taught by teachers you have trained in your programs? A: The PI is still hopeful. KCHSD will give data freely. BCS will not. Assessment tools are changing so this in some ways will gum up the works, but also offer new opportunities.

When there were no more questions, the PI and Valente were excused and the Board deliberated in executive session. There was a motion to accept the quarterly report, close Protocol 11-122, and renew Protocols 10-157, 11-66, 11-68, 11-117, and 13-117 for one year. Duran moved, McCleary seconded, 8-0.

Schultz and Valente were invited back and so informed. Schultz indicated that he will email a link to a short video profiling one of their Edvention Fellows.

VI. OTHER CONCERNS: [none]

VII. MEETING DATES FOR 2013-2014:

Fall 2013: Friday, 04 October 2013 Winter 2014: Friday, 24 January 2014 Spring 2014: Friday, 18 April 2014

Summer 2014: Wednesday, 11 June 2014

VIII. ADJOURNMENT:

There being no further business the meeting was adjourned at 9:32 AM, Alvarez moved, Herndon seconded, 8-0.

Board training followed.

IX. BOARD TRAINING:

- **A.** Spot check of protocols authorized since last meeting:
 - Protocol 13-90 [Frances Finley & Ron Hughes, Teacher Education] "Eight Grade Students'
 Attitudes Toward Screencasting" Submitted 8-20-13; authorized 10-14-13; following exemption
 from full review. [Attachment D1: Protocol 13-90; Attachment D2: 13-90 e-mails, reverse
 chronological order]

The notable feature of this review and authorization was the number of back and forth e-mails required for the investigators to adequately address the requests for revision and clarification communicated in the initial feedback from the IRB to the investigators.

- 2. Protocol 13-116 [Marie Sampson & Yeunjoo Lee, Special Education] "Prevent Attacks and Violence Before They Occur at Colleges and Universities" Submitted 11-12-13; authorized 11-21-13, following expedited review. [Attachment E1: Protocol 13-116; Attachment E2: 13-116 e-mails, reverse chronological order; Attachment E3: revised Protocol 13-116] There were a number of concerns with the protocol as submitted, but these were addressed effectively by the investigators without further back and forth.
- **B.** Planning for the changing of the guard

The RERC and Chair discussed their respective responsibilities and pointed out that CSUB and IRB members won't have Paul and Steve to kick around forever. Paul is willing to break in a new Chair. Steve advocated for keeping a similar system in place with a faculty person, rather than an administrator, as RERC. Board members were asked to think of replacements.