Opening/Welcome (Sharon Ehr)

The meeting commenced at 8:15am with a welcome from Sharon Ehr. She asked Roger Reiniker to do an up-date on list of delinquent members. Roger sent a listing around and asked that each BOD member take a sheet to verify if person was still active.

Sharon then called on Bob Trinklein. Bob spoke about the movement of the officers up one rung on the Executive committee. Steve Goldstein made a motion to accept the moves.
Bob Charvat seconded. Bob asked the Board Members to consider possible nomination for Board Secretary. Bob said that we would come back to that later on in the meeting.

**Secretary’s Report** (Dave Johnson)

Motion was made to accept the minutes as written with one correction: it is “Sharon Ehr” not “Her”. Motion was seconded. Minutes of the last meeting were approved.

**Treasurer’s Report** (Bruce Mulholland)

Bruce Mulholland stated that we have $193,693.22 in our Endowment Fund. Our Income Tax form was mailed by the November 15, 2003 deadline. The Treasurer’s report was presented (Attachment 1). Motion was made to accept the report. Motion passed.

**Councilor’s Report** (Austin Reid)

Austin was not present. Sandy Davis gave his report:

The Council of the Whole met in Charlotte NC on October 25, 2003, rescheduled from September due to Hurricane Isabel. This was a well-attended and very interactive meeting, with a great deal of spirited discussion throughout the day.

Dave Arndt of Visteon provided an update on RETEC/TOPCON activities. He noted that these conferences are the engine of growth for SPE, but also pointed out that despite the existence of 80 sections and 20 Divisions, only thirteen RETEC/TOPCONs were being conducted in 2003. Some of the largest Divisions in SPE do not conduct RETEC/TOPCONs. Of the thirteen to be held in 2003, expected net revenue over expenses of 725% was predicted.

SPE Financial Update – we were reminded that 2004 is a K-Show year. SPE headquarters now has thirty-two people on staff vs. forty-five three years ago. Staff, operations and overheads were forecast at $2.6M for 2004. SPE is considering partnering with a publishing house rather than operating as an independent small publisher. SPE realized a boost in revenues from NPE, but also spent a lot at NPE. SPE hopes to have successful efforts at the K-Show to increase SPE membership. HQ believes the membership decline of the past three years has “bottomed out”. Current member retention rate year-on-year is ca. 70-75% vs. ca. 85% for “best-of-the-best” professional societies. Membership is currently 20,049, with 15% international members.

Considerable discussion ensued regarding the visibility of SPE. There is an obvious need for connections to be made with people outside SPE currently, from the senior managers of
companies to probable purchasers of SPE goods and services. The observation was made regarding the low number of RETEC/TOPCONs (13) versus the number of Divisions (22) – an additional nine conferences at “$20k a pop” would add close to $200,000 on the top.

The pension fund remains funded at 110%. HQ is considering changes to this. Current retirement age is 65, and payments for this year are ca. $335,000. It is described as “an old-fashioned, fixed-benefit plan”.

A substantial dues increase is not perceived to be a politically or fiscally appropriate action to take at this time.

There was a tremendous amount of discussion regarding the proposed actions regarding rebate suspension. This was in preparation for the formal vote on the matter to be taken at the January 2004 Council Meeting. I would appreciate receiving any additional feedback on this issue from you prior to January 30, 2004.

**ANTEC Technical Program Committee** (Bruce Mulholland)

ANTEC 2004 (Chicago, IL) – Jim Figaniak and Sharon Ehr

Sharon verified that the Decorating Division program was very different than ours and that we would not be doing joint session. Jim Figaniak said he had participated in the Matrix Meeting and that 9 papers were being reviewed. He stressed the need for the presenters to be registered. Dave Johnson said he had not received any papers to review. Sharon offered that was not enough time to get them out. Bruce asked if we should have a “Keynote Speaker” and that Ed Tucker had Hugh Davidson in mind. Comment “he could be in poor health.” Ralph Stanziola was suggested as an alternate. Board Meeting will be on Tuesday.

ANTEC 2005 (Boston, MA) – Dave Johnson and Barb Parker

No activity at this time. Dave was reminded that he or Barb need to attend the ANTEC Meeting in Chicago (For Pride report). Matrix Conference call is in January and that he or Barb needs to be present (on line)

ANTEC 2006 (Charlotte, NC) – Sharyl Reid and Steve Goldstein

No activity at this time.

**RETEC Technical Program Committee** (Sandra Davis)

RETEC 2003 (Atlanta, GA) – Tracy Phillips

Tracy Phillips was congratulated on the success of the 2003 RETEC in Atlanta. She stated approximate income is $203,373.15 and expenditures were approximately $110,317.59 with profits about $93,000 but that not all the financial business was done.
people attended. One downside was the cost for the speakers to attend the Conference and that several “well-known” people were there who did not pay to attend.

RETEC 2004 (Marco Island, FL) – Sandra Davis

The January 2004 BOD Meeting was held at the Marriott Hotel Marco Island, FL, to review the 2004 RETEC Site. There are concerns about the Tabletop exhibition areas. 13 papers have been suggested with some firm. Several members made some suggestions for topics. Conference dates are September 19-21, 2004. Some discussion on “Pre-prints and CDs.” The South Florida has asked to help. Discussion followed on what to do. Motion was made and passed to allow Sandra to make decision after discussing more fully with the SF Section.

Some more discussion was allotted to the Speakers pay issue. Motion was made to allow one free registration for the “presenter only” at Future Conferences. Motion passed.

Frank Lavieri is in charge of the Fishing and Scott Heitzman will oversee the Golf.

RETEC 2005 (New Orleans, LA) – Earl Balthazar

Earl reiterated the contract for the 2005 RETEC at the Fairmont has been approved by SPE. He has called on several members to work on his staff and is currently working on the “logo.” “You can’t sing the Blues if the World is Full of Color”. Dates are September 26-28, 2005.

RETEC 2006 (Cincinnati, OH) – Bruce Mulholland/Scott Heitzman

Dates for Conference are September 17-19, 2006. Scott Heitzman has a proposed Contract in hand. He is to get together with several Board members to review it.

RETEC 2007 (San Antonio, TX)

Tim Reilly said he only got interest from the Marriott Hotel in San Antonio after Lesley Kyle called her contact ($174/night). Hyatt responded with $159/night. Discussion followed on the possibility to hold the Summer Board Meeting in San Antonio. Dates are tentative October 1-2, 2007 and misses major religious holidays

**Education Committee** (Bob Charvat)

A full copy of the report is attached to the minutes as Attachment 2.
Newsletter Committee (Bob Trinklein/Sharyl Reid)

Bob’s last Newsletter is out. He asked for articles for Barb and felt the paper is in good hands. He called Tom Delutrie about Newsletter Contest but Tom seemed unsure about what to send.

Motion was made to allow Barb to join other Divisions so that she could receive their Newsletters. It passed. Cost will be approximately $120.

Election for Secretary (Bob Trinklein)

Sharyl Reid, Scott Heitzmann, Jim Figaniak and Tim Lewis were nominated for the position of Board Secretary to begin their term at the 2004 ANTEC. Ballots were cast and Sharyl Reid won.

CAD Web-Site (Joe Cameron)

Bill Dawes has kept the Website up-to-date. Joe suggested that we put the ANTEC program on the site when it has been formalized. It was also suggested that the RETEC info have the program and driving directions for Marco Island be on the site. Steve Goldstein’s problems have been resolved and he is able to get into “ASK PIP”.

Question was asked about the up-link to Terra Community College; Jamie said the College is slow to get the work done.

Bill Dawes will be asked to set up the website to accept Electronic Registration for the up-coming RETEC, including payment. Will need to pay for the Security of the website.

Endowment Committee (Johnny Suthers)

The current balance in the Endowment is about $193,693.22. Goal is to get to $350,000 and then use the interest for scholarships. Hope to generate about $20,000 for the scholarships.

Bruce to see Johnny has access to the money.

Motion was made to put the 2003 RETEC Profits (about $33,000) into the Scholarship Fund.

Awards Committee (Terry Golding) (Attachment 3)

Bruce Mulholland’s nomination for Fellow of the Society was accepted.
Austin Reid’s nomination was accepted for Honored Service Member.
The details of the Awards Committee report are included as attachment 4.
Terry brought the up the Best Paper Award. Based on the judging during RETEC 2003, he felt the award should be given to two papers. Discussion followed.
Motion was made to award 2 Best Papers for the 2003 RETEC with $500 to be awarded to each presenter. Motion passed.
Motion was made to change ”Best Paper” to “Outstanding Paper.” Motion passed.

Color Advisory Group (Brian West)

No Report

Public Interest Committee (Gary Conrad)

Gary reviewed the survey data from the just completed RETEC. 105 responses. We have 15 possible potential Board members, a possible 22 future paper presenters and 23 companies interested in advertising in the Newsletter.
Gary read some of the comments, most say good things.
Suggested Meeting days are split between SMT and MTW. Gary to provide a re-cap.

Membership Committee (Roger Reinicker)

Roger Reinicker passed out sheets that had the “suspended members “ and asked again that each Board Member should look into their company’s member and report back. CAD has about 569 suspended members with 1212 active members as of 12/31/2003. Roger handed out a report with the various Division memberships in our Division.

International Committee (Brian West)

No Report.

Old Business (ALL)

♦ None.

New Business (ALL)

♦ Aram Terzian asked that the Long Range Planning Committee be resurrected and take a look at what new services the CAD can offered. This is one of the functions of the Past-Chairman.

♦ The question of unemployed members was brought up. CAD does not have a formal policy. The Chairman has discretionary power to pay for the un-employed so they can come to the Board Meetings. This is the present practice and only had been used for
the ANTEC Meeting. Earl Balthazar and Tracy Phillips, both un-employed, thanked the Board for paying their way to this meeting. Sharon stated that because they were active on committees that it was important for them to attend. She had sent an e-mail to the Board to get their thoughts before arranging for them to attend. The Board responded favorably.

♦ Membership asked how could the CAD could provide support to the local sections. Suggestion was for several canned talks to be developed that would allow Board members to present them at local meetings. Committee to be set up.

♦ Motion made to contribute $2000 to the support of ANTEC. Motion passed.

♦ Motion made to contribute $1000 for the Opening Reception. Motion passed.

♦ Chuck Leete spoke to the group on the agreement of color measuring instruments.

♦ Motion made to adjourn. Motion seconded and passed.
### Action Items:

<table>
<thead>
<tr>
<th>From RETEC BOD</th>
<th>Assigned to</th>
<th>Complete?</th>
<th>Target Completion Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registration lists from past RETEC to Tracy Phillips for demographic evaluation</td>
<td>Gary Beebe</td>
<td></td>
<td>Summer 2004 BOD</td>
</tr>
<tr>
<td>From Winter BOD</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Determine status of ISPE speakers bureau</td>
<td>Bob Charvat</td>
<td></td>
<td>Completed</td>
</tr>
<tr>
<td>From ANTEC 2003 BOD</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Copy of final commercialism document to Bruce Mulholland</td>
<td>Sandy Davis</td>
<td></td>
<td>Completed</td>
</tr>
<tr>
<td>Include information on Terra and the Coloring of Plastics in the next newsletter</td>
<td>Bob Trinklein/Barbara Parker</td>
<td></td>
<td>Sometime during 2004 in the Newsletter</td>
</tr>
<tr>
<td>Request that Bill Dawes add web links to the Terra Scholarship information and information on the hospitality suites at RETEC 2003</td>
<td>Joe Cameron</td>
<td></td>
<td>Summer BOD 2004 In process</td>
</tr>
<tr>
<td>Update on requirements for Fellow of the Society nominations</td>
<td>Terry Golding</td>
<td></td>
<td>Completed</td>
</tr>
<tr>
<td>Notification to headquarters that CAD is trying to support Ask PIP</td>
<td>Steve Goldstein</td>
<td></td>
<td>Resolved</td>
</tr>
</tbody>
</table>

Respectfully submitted,

Dave Johnson  
Secretary, BOD
Attachment 1: Treasurer’s Report

Treasurer's Report
December 31, 2003

<table>
<thead>
<tr>
<th>TOTAL BEGINNING BALANCE</th>
<th>$ 31,096.90</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deposits:</strong></td>
<td></td>
</tr>
<tr>
<td>Interest and Deposits</td>
<td></td>
</tr>
<tr>
<td>July, 2003 interest</td>
<td>$ 12.98</td>
</tr>
<tr>
<td>October, 2003 interest</td>
<td>$ 12.66</td>
</tr>
<tr>
<td>November, 2003 interest</td>
<td>$ 11.33</td>
</tr>
<tr>
<td>December, 2003 interest</td>
<td>$ 11.71</td>
</tr>
<tr>
<td>Newsletter sponsorships</td>
<td>$ 700.00</td>
</tr>
<tr>
<td><strong>TOTAL DEPOSITS</strong></td>
<td>$ 748.68</td>
</tr>
</tbody>
</table>

<p>| Expenses:                |             |</p>
<table>
<thead>
<tr>
<th>Check#</th>
<th>Assignee</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>10/30/03</td>
<td>Service Charge</td>
<td>$ 4.20</td>
</tr>
<tr>
<td>10/30/03</td>
<td>Service Charge</td>
<td>$ 4.20</td>
</tr>
<tr>
<td>10/30/03</td>
<td>Service Charge</td>
<td>$ 4.20</td>
</tr>
<tr>
<td>131</td>
<td>Gary Conrad – Raffle prize for RETEC</td>
<td>$ 320.99</td>
</tr>
<tr>
<td>132</td>
<td>Peacock Graphics</td>
<td>$ 4238.64</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$ 4238.64</td>
</tr>
</tbody>
</table>

| TOTAL ENDING BALANCE:   | $ 27,273.35 |

Respectfully submitted by
Bruce Mulholland 01/20/2004
Attachment 2: Education Report

CAREER CLEARING HOUSE

The Career Clearinghouse has been relatively quite since late November. It is assumed this is the result of the holidays and the economy. With some of the known restructuring of companies in the news I expect increased activity in the foreseeable future. When it is appropriate, I have passed resumes to companies that have contacted me. My list of companies looking is short. I wish there was more companies looking and contacting me. All members of the board should talk it up with their HR people when it is known your company is looking.

Please help and let me know if you become aware of either a career opening or someone needing placement. Spread the word!

EDUCATION
TERRA COMMUNITY COLLEGE

1. Terra and all other college level institutions around the country are continuing their budget battles. This will be a continuing problem for the foreseeable future as the institutions are being very careful in budgeting and developing new programs.

2. Terra Community College enrollments are up slightly for the Winter Quarter. The Terra Color Program is doing OK so far as one of the more recognized programs. Consultations with the new college President are planned.

3. The proposal for Terra to help sponsor two out-of-town full time students into the “Coloring of Plastics” program is slowly moving forward between Terra and Ed Tucker. This will require participation from the college and other grant programs. This program is just getting started and is being promoted by Ed Tucker from Plasticconcentrates, Inc. The needs will include local housing and other requirements. Scholarships, Pell Grants, Business and Civic groups, Local governments and any other grants we can locate will cover costs. This project is ongoing. It is not moving forward as quickly as first hoped. It is still a very viable program having enthusiastic support from the Terra Dean Tom Kissell.

4. The second batch of scanned Coloring of Plastics RETEC preprint papers are finished. Steve Goldstein has provided this service. Two disks are complete and are available for viewing at this meeting, for viewing and Board members comments. SPE HQ has expressed an interest in participating, which could result in all the coloring papers from the beginning being available on the SPE Web Site. More will be known shortly.

5. From the last number of reports, we are still looking for!
   The Terra lab is still looking for the following:
   A. A spiral flow injection mold.
   B. A lab size twin-screw extruder.
   C. Brabender Torque Rheometer extruder barrel.
   D. Multiple cavity color chip mold.
NORTHAMPTON COMMUNITY COLLEGE, BETHLEHEM, PA

(Same as last report) Any program at Northampton community College is bogged down in the budget crisis. Tony Pentz is still working with the college. Hopefully, there may be some industrial seminar activity during the coming months. Pentz is aware the CAD would support the activity in any way we can. Pentz will let us know when things appear to be moving.

POLYMER ALLIANCE ZONE

No new issues to report at this time.

THE BOOK VOLUME I IS NOW AVAILABLE IN BOOK STORES November 3, 2003!!!

NOW IT’S ON TO VOLUME II.

Work is underway. I am still looking for authors for these chapters. I have some tentative authors that may participate. I should have some confirmed authors on board shortly.

1. Diallyl Phthalates Thermoset
2. Elastomers Thermoset
3. Liquid Epoxies, Polyesters and Polyurethanes
4. Melamines Thermoset (Scott Heitzman may have an author for this one)
5. Phenolics Thermoset
6. Polyamide-imides
7. Polybutylenes
8. Polyetheretherketones
9. Polyvinylidene Chlorides
10. Fluorocarbons
11. Rigid Chlorinated Polyvinyl Chlorides
12. Silicones Thermoset

SPEAKERS LIST (BUREAU)

(Same as last report.) Next step is from SPE HQ. This project is still a work in progress at HQ. Shortly, I will be e-mailing a questionnaire to all Board members asking for information on whether they could/would be speakers. In addition I will be asking the Board people to identify others in their organizations who might be available as speakers. This should be well underway before our next Board meeting. I am working with the HQ staff on this project.
Attachment 3: Awards Committee Report

Society of Plastics Engineers, Color and Appearance Division
January 2004 Meeting – Marco Island
Jan. 20, 2004

The Awards Committee consists of Joe Cameron, Sandra Davis, Sharon Ehr, Terry Golding, Dave Johnson, Bruce Mulholland, Tracy Phillips, Jamie Przybylski and Johnny Suthers. Duties of members include a commitment to attend ANTEC and RETEC and view and rate all papers. This provides a sound basis for Best Paper awards.

Austin Reid’s nomination for Honored Service Member has been accepted. Congratulations Austin! His sponsors were Bruce Mulholland and Bob Trinklein. ISPE will present an award at ANTEC and CAD will present one at RETEC.

Bruce Mulholland’s nomination for Fellow of the Society has been accepted. Congratulations Bruce! His sponsors were Austin Reid and Bob Trinklein. Divisional Critique was done by Joe Cameron. ISPE will present an award at ANTEC and CAD will present one at RETEC.

The following Awards were presented at the 2004 RETEC Awards Luncheon:

- Bruce Mulholland, Divisional acrylic plaque for achieving Fellow of the Society
- Austin Reid, Divisional acrylic plaque for achieving Honored Service Member
- Select at August meeting - 2004 CAD Outstanding Achievement Certificate
- Sharon Ehr, 2003-2004 CAD Chair, Plaque and special SPE lapel pin
- Tracy Phillips, 2003 RETEC Chair, Polymer Tower
- Jim Figaniak, 2004 ANTEC Divisional Chair, Polymer Tower

$50 SPE gift certificates for members completing their terms in 2004:
- Robert Trinklein, 2003-2004 CAD Chair-elect
- Sandy Davis, 2003-2004 CAD Financial Chair
- Dave Johnson, 2003-2004 CAD Secretary

BOD: Joe Cameron, Scott Heitzman, Dennis Meade, Sharyl Reid, Tim Reilly, Roger Reinicker, Aram Terzian, Brian Teunis, Brian West

Best Paper Awards (plaque and $500 honorarium):
- 2003 RETEC (One award or two?)
- 2004 ANTEC (to be determined) 2004 CAD Outstanding Achievement Certificate

Items for this meeting:

> Nominees for Fellow of the Society, Sponsors and Divisional Critique
> Nominees for Honored Service Member and Sponsors
> Nominees for 2004 CAD Outstanding Achievement Certificate
> One or two 2003 RETEC Best Paper Awards?

Average scores were:
85, 83, 78 to 76 (eight papers), 63 to 74 (nine papers)

Respectfully Submitted by Terry Golding, Awards Committee Chairman
## Year | BOD Chair | TPC Chair | Out. Achievement | HSM
--- | --- | --- | --- | ---
1987-88 | Tony Pentz | John Hackman | Bob Charvat | Zack Fisackerly
1988-89 | *John Copp | Brian West | Tom Haney |
1989-90 | Don Deem | Regina Wojciechowicz | Jack McMillan |
1990-91 | Charlie Bradshaw | Earl Sexton | Jack Graff |
1991-92 | John Hackman | George Rangos | George Rangos | no submission
1992-93 | *Brian West | Gary Beebe | Frank Fasano | Jack Graff
1993-94 | Tom Pfeiffer | Gordon Gavin | Brian West | Bob Charvat
1994-95 | Earl Sexton | Aram Terzian | John Hackman | Bill Longley
1995-96 | *George Rangos | Austin Reid | Sharon Hackman | John Copp
1996-97 | *Gary Beebe | Bruce Mulholland | Gary Beebe | Frank Fasano
1997-98 | *Terry Golding | Johnny Suthers | Bruce Mulholland | no submission
1998-99 | *Aram Terzian | Sharon Ehr | Robert Trinklein | Brian West
2000-01 | *Austin Reid | Robert Trinklein | Terry Golding | no submission
2001-02 | *Bruce Mulholland | Sandra Davis | Sandra Davis | George Rangos
2002-03 | Johnny Suthers | | William Jarrett | Cameron, Suthers
2003-04 | Sharon Ehr | | | Austin Reid
2004-05 | Robert Trinklein | | | 
2005-06 | Sandra Davis | | | 
2006-07 | Dave Johnson | | | 

* = chairman pin presented
*Frank Fasano
*Bob Charvat

## Year | Fellow | ANTEC Best Paper | RETEC Best Paper
--- | --- | --- | ---
1987-88 | Robert Gray | Dwight Holtzen | Liebeknecht et al
1988-89 | Anne Liebeknecht | Bill Longley |
1989-90 | Mitra Sioshansi et al | Douglas Horsey et al | Robert Trinklein
1990-91 | David Mowery | Roger Reinicker | Bob Swain
1991-92 | Gary Beebe | Wannemacher/Reilly | Fay/Zillitto
1992-93 | Bill Longley | Lynn Bente et al |
1993-94 | Robert Trinklein | Dwight Holtzen | Harold/Snavley
1994-95 | | Lynn Bente et al |
1995-96 | | Roy Berns |
1996-97 | | Tracy Phillips |
1997-98 | | Roger Reinicker |
1998-99 | | Dwight Holtzen |
1999-00 | | Bente & Lavieri |
2000-01 | | |
2001-02 | | |
2002-03 | | |
2003-04 | | |
2004-05 | | |
2005-06 | | |
2006-07 | | |