

Psychology Department

Lester Beck, Assistant Professor, recommended for indefinite tenure.

Education

Ralph W. Leighton, Professor, recommended for indefinite tenure.

Dean of Women

Hazel P. Schwering, recommended for indefinite tenure.

English Department

Ottillie T. Seybolt, Associate Professor, recommended for indefinite tenure.

History Department

It was moved and passed by the Council that the President attempt to secure indefinite tenure for John T. Gance.

All of the recommendations for indefinite tenure listed above were unanimously approved by the Council.

The Meeting was adjourned until the next day, when the consideration of other recommendations in the proposed budget would be continued.

*R. W. Leighton*  
R. W. Leighton, Secretary.

POSTPONED MEETING OF THE ADVISORY COUNCIL

May 16, 1937

This meeting was a continuation of the meeting of May 15, 1937.

Present: Boyer, Bovard, Burrell, Gilbert, Hollis, Leighton, Smith.

GROUP II

At this meeting Group II, those recommendations which would come within the Chancellor's supplementary budget, was considered.

General Library

Margaret Gilman, Assistant in Cataloguing Department, increase in salary from \$1200 to \$1320. She was appointed last year as a substitute for Miss Carpenter at a \$1200 rate. The \$1320 rate will conform more nearly with the minimum amount paid to other library school graduates on our staff and Oregon State College.

Willis Warren, Reserve Librarian and Executive Assistant, has been with the institution for two years as full-time employee, but worked part-time during his collegiate career. Increase from \$1700 to \$1900 should be made because of administrative responsibilities which he has in connection with the expanding work. This salary will still be considerably less than that paid to the heads of major library departments.

Marjorie Reynolds, Museum Librarian and Library Assistant, has been with the institution for two years. Increase from \$1109 to \$1200 is recommended because of her efficient services in handling both the Business Administration Reserve and the Museum Library.

Vote: The Council voted no on these recommendations because it wishes to await action taken on the proposal to give library employees faculty rank, which is under consideration by the sub-committee on Tenure and Promotion.

Business Office

Clifford Stalsberg, University Cashier, increase in salary recommended from \$1500 to \$1620. He was employed last year in place of Mr. Lyon, who received \$2400 for a long period of time. Mr. Stalsberg has filled his position in a commendable manner and in addition has been able to supervise the various accounts receivable for the Educational Activities Board. His responsibilities are very great and this can be appreciated when it is realized that approximately \$500,000.00 a year in University receipts clears through his office.

Vote: (No) Unanimous.

J. O. Lindstrom, Business Manager, recommended for increase from \$2700 to \$3000. Mr. Lindstrom has been in his present position for five years and previous to that time worked part-time in various University offices. He is an extremely capable man and possesses unusual technical as well as administrative abilities. Mr. Bork speaks very highly of Mr. Lindstrom and suggests that possibly this increase could be taken care of out of the Chancellor's Fund, earmarked especially for equalization of salaries.

Vote: (No) Unanimous

Housing and Employment

Miss Janet Smith, Employment Secretary, has been with the institution four years and it is recommended that her salary be increased from \$1800 to \$2400. Miss Smith has charge of placements of University graduates in fields other than teaching. She carries responsibilities equivalent to those of the Employment Secretary for Teachers plus those for part-time and vacation employment. Miss Pope, Employment Secretary for Teachers, receives \$2200. Miss Smith has had extensive experience with the national YWCA followed by responsible business experience. She has extraordinary connections with employers on the Pacific Coast.

Vote: (No) Hollis. (Yes) Leighton, Gilbert, Burrell, Smith, Bovard.

Business Administration

Ruth Chilcote, Secretary and Instructor, recommended increase from \$1320 to \$1800. Next year Miss Chilcote will teach one section of Constructive Accounting. She is unusually well qualified for secretarial work and teaching. She has her B.A. from the University and has passed her C.P.A. examinations. She has received offers elsewhere of \$1800 with assurances of early increases.

Vote: Unanimous to raise to \$1600.

Education

Dr. Nelson Bossing, Professor, recommended for increase from \$3500 to \$3800. Dr. Bossing has been with the institution for ten years and Dean Jewell states that Dr. Bossing's salary is out of line with the salaries of other men in similar positions. Since the publication of his book on Secondary Education he has been approached by several other institutions. Dean Jewell states that we are in constant danger of losing him and this increase in salary might tend to make him feel his worth here and keep him as a member of our staff.

Vote: (Yes) Unanimous.

Training School

John Stehn, Assistant Professor, recommended for increase from \$2500 to \$3000, for additional work as Director of the University High School band and orchestra.

Vote: (Yes) Unanimous

Architecture

Mrs. Houck, Secretary, recommended for increase from \$1124.72 to \$1250. Mrs. Houck has been with the institution over ten years and is not only a good secretary but a good personnel officer.

Eyler Brown, Associate Professor, recommended for increase in salary from \$2625 to \$2900 for additional work as Business Secretary of the school. Mr. Brown has been with the institution for fifteen years.

Maude Kerns, Associate Professor, recommended for increase in salary from \$2788.44 to \$3000 as minimum pay for department head. Miss Kerns has been with the institution for sixteen years.

Victoria Avakian, Associate Professor, recommended for increase from \$2500 to \$3000 as department head. Miss Avakian has been with the institution for seventeen years.

Vote on above: (Yes) Unanimous. The Council approved these on the basis of the principle adopted concerning all associate professors and full professors. Final approval depends upon the full operation of that principle.

Music

Mr. Artau, Assistant Professor, has been with the University for thirteen years. Recommended for increase from \$250 to \$1500. Mr. Artau for years has been carrying from eight to ten hours in reading and conference and research, to say nothing of invaluable service on various University committees.

George Hopkins, Professor of Piano, eighteen years with the institution, is recommended for an increase in salary from \$600 to \$1200. Mr. Hopkins formerly was paid \$1200 but his salary was cut to \$600 when the School of Music was merged into the School of Fine Arts. It was not restored when the Schools of Architecture and Music were divided again.

Vote: (Yes) Unanimous on both the above recommendations.

Journalism

Secretary. The present secretary receives \$782.42 per year. This was the salary allowed for half-time secretary during the depression when Miss Davis was secretary. When Miss Davis left the University, the funds were used to employ a full-time secretary. It is recommended that the allowance be increased to \$1080. This is equivalent to increasing the salary for the secretary from \$782.42 to \$1080.

Vote: (Yes) Unanimous.

History

Dr. Sheldon, Professor, recommended increase in time from five-sixths to full-time. Will require \$437.80 from History and \$218.90 from Education.

Vote: (Yes) Unanimous.

Sociology

Dr. S. H. Jameson, Professor, has been seven years with the institution. Recommended for increase from \$3200 to \$3825. Dr. Parsons states that his salary is out of line with his worth to the institution.

Vote: (Yes) Unanimous, for \$3700. This action was taken in support of the recommendation as presented by the President; namely, that Professor Jameson's

base salary be increased to \$3700, and that Chancellor Hunter was adding to that increase \$125.00 per year for an indefinite time to recompense Professor Jameson for the postponement of his salary increase to \$3700. This increase had been scheduled to be effective throughout the academic year 1936-37, but had not actually been put into effect. The Council expressed its favor of the \$125.00 item but took no action, stating that this additional item represented action by the Chancellor and the advisory function of the Council does not extend to making recommendations to the Chancellor.

#### Social Science Service Bureau

William Hall, Research Assistant. Mr. Hall has an exceptionally fine record with the Bureau. During the next year he will be given the responsibility of a full staff member. Recommended increase in salary from \$1600 to \$1800.

Vote: (Yes) Unanimous.

#### Chemistry

F. L. Shinn, Professor, recommended increase in salary from \$4199.10 to \$4449.10. Mr. Shinn has been in the service of the institution for thirty years, working quietly but with superlative effectiveness.

Vote: (No) Burrell, Smith, Hollis, Bovard. (Yes) Gilbert, Leighton

#### Dean's Office (Science)

O. F. Stafford, Dean, recommended increase in salary from \$4831.56 to \$5331.56. This salary increase would place this deanship upon the regular salary basis accorded to substantially all deans on the campus. This deanship was created during the depression and at a time when no salary recognition could be made.

Vote: (yes) Unanimous, contingent upon application of principle covering all advances in rank.

#### Mathematics

A. F. Moursund, Associate Professor, recommended increase in salary from \$2500 to \$2700. This is Dr. Moursund's sixth year of service. During this time he has subsisted upon a very low salary while at the same time he has demonstrated unusual ability both as an instructor and as a research man.

Vote: Would be automatically placed on the \$3000 base under the Council's recommendations.

#### Physics

A. E. Caswell, recommended for increase in salary from \$2790.68 to \$4210.68. This increase in salary advances Dr. Caswell substantially to the \$4000 annuity base.

Vote: (No) Smith, Burrell, Bovard, Hollis, Leighton.

#### English

R. D. Horn, Assistant Professor, recommended increase in salary from \$2625 to \$2800 to correspond with the recommended promotion to Associate Professor. Dr. Horn has been twelve years with the institution.

Vote: (Yes) Burrell, Gilbert, Hollis, Bovard. It was recommended that the salary be raised to \$3000, the Council's accepted base for the rank of associate professor.

L. K. Shumaker, Assistant Professor, recommended increase in salary from \$2000 to \$2500 to correspond with the recommended promotion to Associate Professor. Mr. Shumaker has been fifteen years with the institution.

Vote: (Yes) Unanimous.

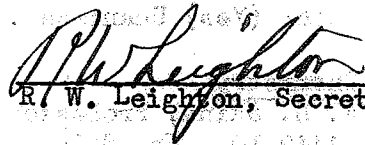
John L. Casteel, Assistant Professor, recommended for promotion to Associate Professor with no change in salary. This promotion is in recognition of his responsibility as Director of the Speech Division.  
Vote: (Yes) Unanimous, and raise to \$3000 salary.

News Bureau

George H. Godfrey, Associate Professor and Associate in News Bureau, on twelve month's basis, is recommended for increase in salary from \$3000 to \$3600. Mr. Godfrey came to the institution ten years ago at a salary of \$3450. He received this salary for several years, but when the reorganization took place Dr. Lindsey reduced his salary. Later he was placed on ten months instead of twelve months basis which reduced it still further. Last year he was placed on a \$3000 base rate. It is recommended that this base rate be increased to \$3600.

Vote: (No) Unanimous.

Meeting adjourned.

  
R. W. Leighton, Secretary

MEETING OF THE ADVISORY COUNCIL

May 18, 1937

Present: Boyer, Bovard, Burrell, Gilbert, Hollis, Leighton, Smith

A special meeting was called to consider proposals of the Advisory Council by which all faculty members not now receiving the following base salaries can be raised to those bases through savings in the present University budget plus additional funds to be allotted to the University by the Chancellor:

Instructor - - - -	\$1600.00
Assistant Professor -	2400.00
Associate Professor -	3000.00
Full Professor - - - -	3500.00

These proposals were summarized for presentation by Mr. Hollis, and were further supported by Schedules prepared by Mr. Burrell. (Copies are included at the close of the minutes of this meeting.)

President Boyer expressed himself as favoring the proposals in general but as not willing at this time to favor the application of the funds made available by the vacancies in Mr. Dunn's position and in Mr. Lewis' position to the adjustment of salaries without filling these positions.

Professor Smith pointed out that:

- (1) Development of the Classics Department would be best fostered by a strong beginning class in Greek and that such a class would be recruited from students on this campus and in the Bible University.
- (2) That there would not be enough work to occupy the full time of a faculty member in the Classics Department for a year or two.
- (3) That he would be willing to undertake the first year work

that

in/department for a short time to facilitate the Council's proposals providing some other disposition of part of his present teaching load could be made.

- (4) That the recommendations of the A.A.U.P. Committee on reducing the Teaching Load indicated that the offerings of the English Department could be reduced sufficiently to eliminate a load equivalent to that carried by Mr. Lewis.


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The meeting was adjourned at this point to the office of Chancellor Hunter, to present the Council's proposals to the Chancellor. The proposals were represented by Mr. Burrell and Mr. Hollis.

Chancellor Hunter reported that the adjustments in salary which he was making provision for amounted to a maximum raise of \$100.00 for all instructors, a maximum raise of \$200.00 for all assistant professors. These increases were based on a salary scale of \$1800 for instructors.

The Chancellor asked for an opportunity to study the Council's proposals before passing judgment on them. He expressed himself as strongly in sympathy with rapid salary adjustment to a stable and recognized basis.

Meeting adjourned.

  
 R. W. Leighton, Secretary

RECOMMENDATIONS OF ADVISORY COUNCIL  
 CONCERNING UNIVERSITY OF OREGON BUDGET FOR THE FISCAL YEAR  
 1937-38

The Advisory Council in surveying with the President of the University requests made by the various deans for the fiscal year 1937-38, has arrived at the following conclusions which, in the opinion of the Council, constitute fundamental principles which should govern the building of the University budget.

First of all, the Advisory Council believes that requests for salary increases contained in the regular budgets for 1937-38 and taken care of without increasing the budget for the coming fiscal year over the budget of 1936-37 by making savings in other budget items should receive no different treatment than those requests for salary increases contained in the supplementary budgets filed by most deans along with their regular budget requests for 1937-38. A hypothetical case may serve to make this point a bit clearer. Suppose, for instance, that the dean of the Law School should decide that a member of the Law School faculty was deserving of a \$500 increase in salary for the coming fiscal year. The Dean of that School would necessarily have to include his request for such a salary increase in a supplementary budget request because it would be impossible to make an equivalent saving in any other budget item. But, on the other hand, if the dean of the College of Social Science should decide that a member of his staff was deserving of a \$500 salary increase, it is entirely possible that such an increase could be taken care of without making a supplementary budget request

by effecting a saving in some other budget item, as the budget for that large College is many times the budget of the Law School. The net result of this would be that two members of the University staff equally deserving would be given unequal salary treatment because one of them happened to be connected with a College whose budget made it possible to take care of his salary increase within the limits of the present going budget, while the other man would be denied such a salary increase because he, unfortunately, happened to be on the staff of a school whose small budget made it impossible to take care of his salary increase without receiving an addition to the total budget for the present fiscal year.

To apply this principle of equal treatment to all deserving members of the University staff, the Advisory Council has collected from all the budgets submitted by the deans a list of salary increases which the deans propose to take care of by effecting equivalent budget savings. This list, along with the items therein approved by the Advisory Council, appears in Schedule I of the tabulation submitted herewith. The Council next collected from all the supplementary budget requests submitted by the deans a list of requested salary increases. This list, together with those requests approved by the Advisory Council, appears in Schedule II of the tabulation. The Advisory Council urges that these two lists of approved requests be given equality of treatment.

Secondly, the Advisory Council, after surveying the entire salary situation on the University of Oregon campus and bearing in mind the Chancellor's policy of raising to certain recommended minimum levels the salaries of all instructors and assistant professors, has decided that great good would be done to the University in the way of strengthening the staff morale if all staff members who have been promoted to the rank of associate or full professor since 1931-32 without accompanying increases in pay could be given increases in salary sufficient to bring their rates of pay either to the recommended minimum level proposed by the Chancellor's Committee on Old Age Security or to the one proposed by the A.A.U.P. In assembling the list of staff members in this category, the members of the Council were of the opinion that all of these persons were equally deserving of consideration, particularly so when it is remembered that most of them have been carrying their respective burdens for a period of five or six years without receiving remuneration computed upon the base salaries to which they were entitled, as indicated by their promotions in rank. The Council cannot escape the conclusion that these persons have a strong claim to salary increases to minimum levels at the earliest possible time.

Members of the Council were pleasantly surprised to find that the amount of money required to effect increases in salary for all of these persons to the recommended minimum levels was a great deal less than had been anticipated. The amount required to take care of this item as it is detailed in Schedule III of the attached tabulation would be \$3725 for the fiscal year 1937-38 and \$4800 for the fiscal year 1938-39, on the basis of the minimum levels recommended by the Chancellor's Committee on Old Age Security; and the sums which would be required for the fiscal year 1937-38 and the fiscal year 1938-39 on the basis of the minimum levels recommended by the A.A.U.P. would be \$6066.95 and \$7922.66 respectively.

Thirdly, it is the opinion of the Council that the items included in the approved list as set out in Schedules I, II, and III should, with the exception of a small number of prior claims indicated in Schedule IV, be considered as standing upon the same basis of merit and therefore should be given equal consideration. The amounts required to take care of these three classes of cases for the next two fiscal years is indicated in Schedules IV and V. Schedule IV is based upon the minimum levels recommended by the A.A.U.P. and Schedule V is based upon the minimum levels recommended by the Committee on Old Age Security.

While the Council does not have at hand accurate information as to the situation existing at other institutions in the Oregon State System, it is the Council's opinion that the situation of the University of Oregon campus with respect to staff members who have been promoted to the rank of associate or full professor is probably more acute than that to be found elsewhere in the System.

Schedules IV and V indicate that certain savings, which the Council believes can be made in the present University budget, will be available to take care of a part of the recommended increases contained in Schedules I, II, and III.

The members of the Advisory Council believe that a budget built upon these principles will be equitable as to all staff members and that such a budget will have as its primary basis the good of the entire institution.

Respectfully submitted,

Orlando John Hollis  
for the Advisory Council



SCHEDULE OF POSSIBLE SALARY ADJUSTMENTS APPROVED BY THE COUNCIL  
AND PRESENTED TO CHANCELLOR HUNTER  
(Schedules prepared by Burrell)

Schedule 1

Changes Stated to be Within the Present Uni- versity Budget	Requested		Approved by Council		Requests trans- ferred to Sche- dule 3--Adjust- ments to min. assoc.&full profs.		Prov. by adjust- ment of salaries of instructors & asst. profs.		Provided otherwise	
	1937-38	1938-39	1937-38	1938-39	1937-38	1938-39	1937-38	1938-39	1937-38	1938-39
Edith K. Fleming	300.00	300.00	----	----	----	----	----	----	----	----
Una A. Clark	120.00	120.00	120.00	120.00	----	----	----	----	----	----
George Belknap	200.00	200.00	----	----	----	----	150.00	200.00	----	----
Mary B. Farr	150.00	200.00	75.00	100.00	----	----	75.00	100.00	----	----
Warrine Eastburn	150.00	200.00	----	----	----	----	----	----	----	----
Russell K. Cutler	150.00	200.00	150.00	200.00	----	----	----	----	----	----
Earl E. Boushey	150.00	200.00	150.00	200.00	----	----	----	----	----	----
Howard Hoyman	150.00	200.00	150.00	200.00	----	----	----	----	----	----
A. H. Kunz	225.00	300.00	----	----	150.00	200.00	----	----	----	----
Roy Andrews	225.00	300.00	150.00	200.00	----	----	75.00	100.00	----	----
A. L. Alderman	150.00	200.00	----	----	----	----	150.00	200.00	----	----
A. H. Foote	----	----	----	----	----	----	----	----	121.74	121.74
Rachel VanOsdol	----	----	----	----	----	----	----	----	63.91	63.91
O.L. Rhinesmith*	197.83	197.83	297.83	297.83	----	----	----	----	----	----
E.C.A. Lesch*	300.00	400.00	300.00	400.00	----	----	----	----	----	----
E. G. Moll*	300.00	400.00	300.00	400.00	----	----	----	----	----	----
<b>TOTALS</b>	<b>2767.83</b>	<b>3417.83</b>	<b>1692.83</b>	<b>2117.83</b>	<b>150.00</b>	<b>200.00</b>	<b>450.00</b>	<b>600.00</b>	<b>185.65</b>	<b>185.65</b>

Prior claim

Schedule 2

SALARY CHANGES IN SUPPLEMENTARY BUDGET

Name	Amount Requested		Approved by Council		Requests transferred to Sched.3 Adjustments to min. Assoc & full profs. Otherwise				Provided by automatic adjustment instructors & ass't profs.	
	1937-38	1938-39	1937-38	1938-39	1937-38	1938-39	1937-38	1938-39	1937-38	1938-39
Margaret Gilman	90.00	120.00	-----	-----	-----	-----	-----	-----	-----	-----
Willis Warren	200.00	200.00	-----	-----	-----	-----	-----	-----	-----	-----
Marjerie Reynolds	68.25	91.00	-----	-----	-----	-----	-----	-----	-----	-----
Clifford Stalsberg	120.00	120.00	-----	-----	-----	-----	-----	-----	-----	-----
J.O. Lindstrom	300.00	300.00	-----	-----	-----	-----	-----	-----	-----	-----
Janet Smith	600.00	600.00	400.00	400.00	-----	-----	-----	-----	-----	-----
Ruth Chilcote*	480.00	480.00	280.00	280.00	-----	-----	-----	-----	-----	-----
Nelson Bossing	225.00	300.00	150.00	200.00	-----	-----	-----	-----	-----	-----
John Stehn	375.00	500.00	375.00	500.00	-----	-----	-----	-----	-----	-----
Mrs. Houck	125.28	125.28	125.28	125.28	-----	-----	-----	-----	-----	-----
Eyler Brown	-----	-----	-----	-----	150.00	200.00	-----	-----	-----	-----
Maude Kerns	-----	-----	-----	-----	150.00	200.00	-----	-----	-----	-----
Victoria Avakian	-----	-----	-----	-----	150.00	200.00	-----	-----	-----	-----
Louis Artau	937.50	1250.00	937.50	1250.00	-----	-----	-----	-----	-----	-----
George Hopkins	450.00	600.00	450.00	600.00#	-----	-----	-----	-----	-----	-----
Secret., Sch. of Journalism*	297.57	297.57	297.57	297.57	-----	-----	-----	-----	-----	-----
Dr. Sheldon	492.52	656.70	492.52	656.70##	-----	-----	-----	-----	-----	-----
Lester Beck	150.00	200.00	150.00	200.00	-----	-----	-----	-----	-----	-----
S. H. Jameson**	-----	-----	-----	-----	-----	-----	375.00	500.00	-----	-----
William Hall	200.00	200.00	200.00	200.00	-----	-----	-----	-----	-----	-----
F. P. Sipe	-----	-----	-----	-----	150.00	200.00	-----	-----	-----	-----
F. L. Shim	187.50	250.00	-----	-----	-----	-----	-----	-----	-----	-----
O. F. Stafford	-----	-----	-----	-----	150.00	200.00	-----	-----	-----	-----
A. F. Moursund	-----	-----	-----	-----	150.00	200.00	-----	-----	-----	-----
A. E. Caswell	315.00	420.00	-----	-----	-----	-----	-----	-----	-----	-----
R. D. Horn	131.25	175.00	131.25	175.00	-----	-----	-----	-----	-----	-----
L. K. Shumaker	600.00	800.00	225.00	300.00	-----	-----	-----	-----	150.00	200.00
J. L. Casteel	150.00	200.00	150.00	200.00	-----	-----	-----	-----	-----	-----
H. H. Godfrey	600.00	600.00	-----	-----	-----	-----	-----	-----	-----	-----
L.F. Henderson*	501.71	501.71	501.71	501.71	-----	-----	-----	-----	-----	-----
A. B. Stillman*	75.00	100.00	75.00	100.00	-----	-----	-----	-----	-----	-----
<b>TOTAL</b>	<b>7671.58</b>	<b>9087.26</b>	<b>4940.83</b>	<b>5986.26</b>	<b>900.00</b>	<b>1200.00</b>	<b>375.00</b>	<b>500.00</b>	<b>150.00</b>	<b>200.00</b>

\*Prior claim  
 \*\*Council divided between \$3700 and \$3825--lower figure used  
 #Offset by fees  
 ##No change in base involved; restoration from 5/6 time to full time with increase in teaching duties.

## Schedule 3

Showing Amount Required for Adjustment to Minimum Base for  
Staff Members Promoted to Associate and Full Professorships since 1931-32

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>
	Present Base	Base Recommended by Committee on Old Age Security Associate Professor \$2700, Prof. \$3500	Base Recommended by A. A. U. P. Associate Professor \$3000, Prof. \$3500		
		1937-38	1938-39	1937-38	1938-39
<u>Professor</u>					
O. K. Burrell	3150.00	150.00	200.00	150.00	200.00
R. W. Leighton	3200.00	150.00	200.00	150.00	200.00
S. S. Smith	3150.00	150.00	200.00	150.00	200.00
E. P. Kremer	2800.00	150.00	200.00	150.00	200.00
E. R. Knollin	3200.00	150.00	200.00	150.00	200.00
Calvin Crumbaker	3450.00	37.50	50.00	37.50	50.00
Louis A. Wood	3000.00	150.00	200.00	150.00	200.00
		<u>937.50</u>	<u>1250.00</u>	<u>937.50</u>	<u>1250.00</u>
<u>Associate Professor</u>					
Maude Kerns	2788.44*	----	----	150.00	200.00
Victoria Avakian	2500.00*	150.00	200.00	150.00	200.00
Eyler Brown	2625.00*	150.00	200.00	150.00	200.00
O. L. Barrett	2500.00	150.00	200.00	150.00	200.00
Brownell Frasier	2250.00	150.00	200.00	150.00	200.00
C. H. Brown	2863.96	----	----	102.03	136.04
E. C. A. Lesch	2600.00**	----	----	----	----
Ottillie Seybolt	2700.00	----	----	150.00	200.00
L. L. Lewis	2400.00##	----	----	----	----
Janet Woodruff	2600.00	75.00	100.00	150.00	200.00
F. P. Sipe	2500.00*	150.00	200.00	150.00	200.00
A. H. Kunz	2700.00###	----	----	150.00	200.00
A. F. Moursund	2500.00*	150.00	200.00	150.00	200.00
J. T. Gance	2600.00	75.00	100.00	150.00	200.00
Hazel Schwing	2500.00	150.00	200.00	150.00	200.00
J. O. Lindstrom	2700.00	----	----	200.00	200.00
		<u>1200.00</u>	<u>1600.00</u>	<u>2102.03</u>	<u>2736.04</u>
<u>Dean</u>					
O. F. Stafford	4831.56*	200.00	200.00	200.00	200.00
TOTALS		<u>2337.50</u>	<u>3050.00</u>	<u>3239.53</u>	<u>4186.04</u>

\*Transferred from Schedule 2

\*\*Included in Schedule 1 as prior claims

#Resigned

###Transferred from Schedule 1

Note: Should be included under Associate Professor

E. G. Moll

2600.00\*\*

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## Schedule 4

Summary of Suggestions  
Based on A. A. U. P. Suggested Minimums

	<u>1937-38</u>	<u>1938-39</u>
Budget Savings already made, Columns 1 and 2, Schedule 1	2767.83	3417.83
Vacancy in Classics filled with an instructor or assistant professor at \$2,000 instead of \$3,000 and assign- ment of a portion of his time to English Composition	1000.00	1000.00
Vacancy in English not filled (L.L. Lewis) made possible by the adjustment mentioned above	<u>1800.00</u>	<u>2400.00</u>
Funds Available	5567.83	6817.83
Deduct Prior Claims as follows:		
	<u>1937-38</u>	<u>1938-39</u>
E.C.A. Lesch (Schedule 1)	300.00	400.00
E. G. Moll (Schedule 1)	300.00	400.00
Ruth Chilcote (Schedule 2)	280.00	280.00
Journalism Secretary (Schedule 2)	297.57	297.57
Louis Henderson (Schedule 2)	501.71	501.71
A.B. Stillman (Schedule 2)	75.00	100.00
O.L. Rhinesmith (Schedule 1)	<u>297.83</u>	<u>297.83</u>
	<u>2052.11</u>	<u>2277.11</u>
Balance Available	3515.72	4540.72
Salary Changes Approved by Advisory Council		
Schedule 1 (Columns 3 & 4)	1692.83	2117.83
Schedule 2 (Columns 3 & 4)	4940.83	5986.26
Schedule 3	3239.53	4186.04
	<u>9873.19</u>	<u>12290.13</u>
Less Prior Claims deducted above	<u>2052.11</u>	<u>2277.11</u>
	<u>7821.08</u>	<u>10013.02</u>
Deficiency	4305.36	5472.30

Schedule 5

Summary of Suggestions, Based on  
Suggested Minimums of Committee  
on Old Age Security

	<u>1937-38</u>	<u>1938-39</u>
Budget Savings already made, Columns 1 and 2, Schedule 1	2767.83	3417.83
Vacancy in Classics filled with an instructor or assistant professor at \$2,000 instead of \$3,000 and assignment of a portion of his time to English Composition	1000.00	1000.00
Vacancy in English not filled (L.L. Lewis) made possible by the adjustment mentioned above	1800.00	2400.00
Funds Available	5567.83	6817.83
Deduct Prior Claims as in Schedule 4	<u>2052.11</u>	<u>2277.11</u>
Net Available	3515.72	4540.72
<u>Salary Changes Approved by Advisory Council:</u>		
	<u>1937-38</u>	<u>1938-39</u>
Schedule 1 (Columns 3 & 4)	1692.83	2117.83
Schedule 2 (Columns 3 & 4)	4940.83	5986.26
Schedule 3	2337.50	3050.00
	<u>8971.16</u>	<u>11154.09</u>
Less Prior Claims deducted above	<u>2052.11</u>	<u>2277.11</u>
	<u>6919.05</u>	<u>8876.98</u>
Deficiency	3403.33	4336.26

MEETING OF THE ADVISORY COUNCIL

May 19, 1937

Present: Boyer, Bovard, Burrell, Gilbert, Hollis, Leighton. Smith was absent.

The President brought to the Council the information that a group of library employees (see Minutes of May 15, 1937, pages 198-9) have had one year's training above the B.A. degree and were therefore eligible under the recommendations of the American Library Association to advance to instructorship. He also stated that people in similar situations in other state institutions now hold that rank. The Council had a previous statement from the Chancellor to the effect that he was planning to recognize these employees as of instructor rank in his budget provisions.

Action of the Council

The Council voted its approval of instructor rank for a group of library employees to be certified by the Librarian, Mr. Douglass, as meeting the American Library Association requirements for advance to instructorship.

The Council set Thursday noon, May 20, for its next meeting. The meeting is to be held at the College Side with Dean Lawrence present.


Professor Burrell pointed out that the proposals presented to the Chancellor were indefensible since they were based upon the assumption that all instructors and assistant professors were to be raised to base salaries for those levels, whereas, according to the Chancellor's report, only partial advancement to these bases was provided for in his plan.

Action of the Council

It was moved and passed to alter the Council's proposals to conform with the Chancellor's proposals for the lower ranks, to provide for a \$200.00 maximum increase in salary for each associate professor and each full professor now below the recommended base. Mr. Burrell was asked to prepare a revised set of schedules.

It was moved by Hollis and seconded by Leighton that the Council recommend to President Boyer that all of Mr. Lewis' salary and all over \$2000.00 of Mr. Dunn's salary be applied to the increase of salaries below the basis for associate and full professor under the plan submitted by the Council.

Meeting adjourned.

  
R. W. Leighton, Secretary.