

MEETING OF THE ADVISORY COUNCIL
Monday, January 18, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

The Advisory Council met at 4:00 p.m. in the President's office. The minutes of the meeting of December 9 were approved.

W Some time was spent in a discussion of the possible effects of the plans of the government with respect to the use of educational institutions in offering specialized training for men in the armed services. It was generally agreed that if and when the government decides to use the University of Oregon in this program it will be advisable to have a special administrative set-up to assist the President.

B It was felt that the usual procedure with regard to the Council's participation in making the budget would need to be modified somewhat this year on account of the uncertainties of the situation. A tentative plan was outlined, subject to further information regarding the policy and resources of the State Board.

The Council adjourned at 5:40 p.m.


Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Tuesday, February 9, 1943

Present: Gilbert, Moore, Taylor, Moll, Burrell

Absent: Clark

The Council met at the call of the President at four p.m.

1 The Council discussed with the President the contents of a letter to be sent to Dr. Fred Miller in reply to a letter from Dr. Miller to the President concerning the status of himself and Dr. Marian Hayes Miller. The questions raised in Dr. Miller's letter had to do with University regulations relating to employment of more than one member of the same family.

A The Council discussed the rearrangement of work in the English Department made necessary by the departure of Dr. Franklin Walker to military service. The Council agreed that no justification exists for additional compensation to staff members merely on account of rearrangement of teaching assignments where no increase in permanent teaching load or administrative responsibilities are concerned.

B The Council continued the discussion of the salary problem carried over from previous meetings. There was general agreement that the University was in grave danger of losing a number of able staff members unless at least some immediate salary adjustments are made. It was also agreed that it would be highly inexpedient to wait for definite competitive offers to materialize before making adjustments. The Council believed that if this latter policy were followed, able men would be lost even where competitive offers are met. After extended discussion and review, the Council tentatively agreed on certain recommendations for immediate salary increases, further consideration of which was postponed until the next meeting.

The Council adjourned at 5:30 p.m.

O. K. Burrell
O. K. Burrell, Temporary Secretary

MEETING OF THE ADVISORY COUNCIL
Wednesday, February 3, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at noon at the Faculty Club. The minutes of the meeting of January 18 were approved.

D Mr. Taylor reported the action of the Graduate Council in regard to persons recommended for honorary degrees. The Council discussed the question raised by the Defense Committee in regard to the desirability of organizing additional courses fitting into the situation occasioned by manpower shortages, and the appointment of a person to have charge of such courses. It was the opinion of the Council that for the present at least it would be sufficient if rather wide publicity were given to courses already offered which provide some training in fields in which there is a shortage of men.

C It was agreed that a series of meetings of the Council would begin on February 22, at which time deans and heads of the various services would appear before the Council to discuss certain aspects of the proposed budgets for 1943-44.

A The Council recommended to the President that the temporary salary increase which had been granted to C. H. Secoy be made permanent, and that he be increased to the rank of assistant professor. At the same time it was recommended that Professor Secoy be given a leave of absence without pay in order to take up a position in government service.

A President Erb read to the Council a letter from Dr. Fred N. Miller, raising some questions in regard to the status of himself and his wife, Marian Hayes Miller. The Council was of the opinion that Drs. Fred and Marian Miller were not affected by the ruling prohibiting the employment of two members of the

same family because they had been on the staff before the ruling was adopted, but it was felt that ultimately the inclusion of both on the staff of the Health Service might lead to some embarrassment.

The Council adjourned at 1:45 p.m.

Dan E. Clark
Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Thursday, February 18, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 4:00 p.m. at the residence of Mr. Clark, who was recovering from an accident.

It was recommended to the President that the salary of A. L. Soderwall be increased immediately from \$1,800 to \$2,000. This increase was recommended because the departure of C. W. Clancy to accept a commission in the armed services had made it necessary for Mr. Soderwall to assume additional teaching duties.

The Council resumed its consideration of members of the faculty to be recommended for immediate increases in salary because of their worth to the University, or because there was danger that they might be lost to the University unless some salary adjustment were made. After some discussion the Council recommended that the following increases be made:

	<u>Present Salary</u>	<u>Increase</u>
Gordon Wright	\$2,700.00	\$ 200.00
C. F. Kossack	2,400.00	100.00
Andrew F. Moursund	3,300.00	200.00
(It was also recommended that Professor Moursund be raised to the rank of full professor.)		
W. W. Massey	2,400.00	400.00
T. F. Mundle	1,900.00	200.00
Pierre Van Rysselberghe	3,000.00	200.00

The Council discussed the question of requiring courses in American History and Government of all students receiving degrees from the University. It was the opinion of the Council that any recommendation in regard to the question should come from the Faculty Senate.

The Council adjourned at 6:00 p.m.

Dan E. Clark
Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Monday, February 22, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

The Advisory Council met at 4:00 p.m. in the President's Office. This was the first of the series of meetings at which the deans and heads of the various services were scheduled to appear before the Council to discuss budgets for the academic year 1943-44. It was recognized that any recommendations made now would be tentative since the State Board of Higher Education had not yet established its budget policy and it was not known how much money would be available. It was assumed that, in general, there would be no need to make reductions in the going-rate budgets. In these hearings the main proposals of the deans would concern leaves of absence, resignations, persons returning from leave, increases in salaries, and changes in academic rank or tenure, together with increases in requisition budgets where it seemed absolutely necessary.

The Council agreed that the secretary would follow the practice of previous years and would record in the minutes day by day only a statement of which budgets were under discussion and any other matters not affecting specific recommendations for the coming year. The definite recommendations of the Council would be tabulated all in one place after all of the deans and heads of the various services had been heard.

Dean James H. Gilbert presented his recommendations and requests for several departments in the College of Liberal Arts. Mr. Moll absented himself from the meeting of the Council while a recommendation affecting his rank and salary was being discussed by the Council.

The Council adjourned at 6:00 p.m.

Dan E. Clark

Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Tuesday, February 23, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

The Advisory Council met at 2:00 p.m. in the President's Office.

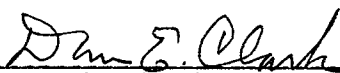
At 2:00 p.m. Orlando J. Hollis, acting dean of the Law School, appeared before the Council and presented his proposals as they affected the budget of the Law School for the academic year 1943-44. He also proposed changes in the budget of the Law School Library, calling attention to the fact that this budget would also be discussed by Mr. Warren, acting librarian, when he appeared before the Council.

At 3:00 p.m. Dean Eric W. Allen appeared before the Council and discussed the budget of the School of Journalism for the coming year. It was agreed that Dean Allen would supplement this discussion with a written statement to President Erb, containing his specific recommendations after giving more thought to the subject. Dean Allen requested that the leave of absence of Charles M. Hulten be extended for one year and the Council recommended that this request be approved.

The Council discussed with Dean Allen the problem of securing a successor to Lyle Nelson as director of the News Bureau, since Mr. Nelson was leaving almost immediately to take up a position in a government office in Washington.

At 4:00 p.m. Dean Ellis F. Lawrence appeared before the Council and presented his recommendations with regard to the budget of the School of Architecture and Allied Arts.

The Council adjourned at 5:30 p.m.


 Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
 Thursday, February 25, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

The Advisory Council met at 2:00 p.m. in the President's office.

B
 Dean James R. Jewell appeared before the Council and discussed various questions affecting the policy of the School of Education. There was some discussion of the various questions affecting salary schedules and relationships between the University High School and the Public School system of Eugene. The Council recommended approval of a proposal of Dean Jewell that members of the faculty of the School of Education be enabled to carry on more extensive visitation of high schools next year if the enrollment in the University should decrease and should free some of their time for this work.

At 3:00 p.m. Dean Ralph W. Leighton appeared before the Council and presented recommendations affecting the budget of the School of Physical Education. The Council was of the opinion that it would not be advisable at this time to approve of Dean Leighton's request that the salary budget should include provision for a replacement of one member of the women's staff dropped last year.

At 4:00 p.m. Miss Doris Hack, acting secretary of the Alumni Office, appeared before the Council to discuss budget problems affecting that office.

At 5:00 p.m. Mr. George Belknap appeared before the Council and discussed the budget needs of the Editor's Office for the coming year. After Mr. Belknap left the meeting the Council voted to add Mr. Belknap's name to the list of those recommended for salary increases, even though Mr. Belknap himself had not made any such request.

The Council adjourned at 6:00 p.m.

Dan E. Clark
Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Monday, March 1, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

The Advisory Council met at 4:00 p.m. in the President's Office.

B Dean Victor P. Morris appeared before the Council and discussed questions connected with the budget of the School of Business Administration.

R The Council spent some time in discussing questions arising out of the departure of Paul B. Means, professor of Religion, to enter service in the armed forces.

The Council adjourned at 6:00 p.m.

Dan E. Clark
Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Tuesday, March 2, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor


The Advisory Council met at 2:00 p.m. in the President's Office.

B At 2:00 p.m. Dean Karl W. Onthank appeared before the Council and discussed the budgets of his office and of the offices of the Dean of Men and Dean of Women. After some discussion the Council was unanimous in its opinion that the position of assistant dean of women should be eliminated and so recommended to the President. There was some discussion of the question of the continuance of Mr. Kenneth Shumaker's functions with special reference to the advisory system if he should be called into service with the armed forces.

B At 3:00 p.m. Mr. Willis Warren appeared before the Council and presented his recommendations with regard to the budget of the Library. After Mr. Warren left the meeting the Council agreed that Mr. Warren's name should be added to the list of those recommended for salary increases, even though Mr. Warren himself made no such suggestion.

At 4:00 p.m. Dr. Earl M. Pallett and Mr. Clifford Constance appeared before the Council and discussed problems affecting the budget of the Registrar's office.

The Council adjourned at 5:30 p.m.


 Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
 Thursday, March 4, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

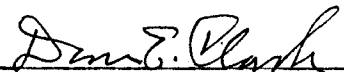
The Advisory Council met at 2:00 p.m. in the President's Office. The minutes of the meetings of the Council from February 3 to March 2, inclusive, were approved.

B Dean Theodore Kratt appeared before the Council and discussed the budget and personnel problems of the School of Music.

At 3:50 p.m. Dr. Fred N. Miller appeared before the Council to discuss the budget and other problems affecting the Health Service.

At 5:00 p.m. Mr. Orville Lindstrom appeared before the Council and discussed the budgets and problems of the Business Office and the Physical Plant.

The Council adjourned at 5:45 p.m.


 Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Wednesday, March 17, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 4:00 p.m. in the President's Office. The minutes of the meeting of March 4 were approved.

C The Council spent some time in discussing with the President various vacancies on the faculty and administrative committees, but no recommendations were made at this time since further information was desired.

H After considerable discussion the Council voted unanimously to recommend to the President that he call a special meeting of the faculty to consider a matter concerning the granting of honorary degrees.

The Council adjourned at 5:15 p.m.



Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Monday, March 22, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 4:00 p.m. in the President's office.

C The Council recommended to the President that H. S. Hoyman be appointed to the committee on Commencement and Assembly to succeed Paul R. Washke, and that Charles G. Howard be made chairman of the committee on Religious and Spiritual Activities in the absence of Paul B. Means.

B The Council resumed consideration of the proposed budget changes in the various departments of the College of Liberal Arts for the year 1943-44. In this connection there was a thorough discussion of questions involving personnel problems in the Department of Germanic Languages.

The Council adjourned at 6:00 p.m.



Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Tuesday, March 30, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 2:00 p.m. in the President's office.

B President Erb asked the opinion of the members of the Council in regard to various aspects of budgetary policy and to problems connected with salary adjustments to meet living costs in the entire State System of Higher Education.

The Council resumed discussion of the proposed budgets of the various departments of the College of Liberal Arts for the year 1943-44. In this connection the President asked the advice of the Council in regard to the vacancy in the position of head of the Sociology Department, caused by the death of Professor Parsons. Mr. E. H. Moore retired from the meeting during the discussion.

B Mr. Gilbert reported that Dr. Moore in conversation with him had expressed his deep reluctance to assume the responsibilities of the Sociology headship and had recommended that Dr. L. S. Bee, the junior member of the department, be elevated to the headship. President Erb reported to the Council a conversation with Dr. Moore in which similar views were expressed.

After lengthy discussion the five members of the Council voted unanimously to recommend to the President that Mr. Moore be appointed as the new head of the Department of Sociology.

The Council adjourned at 5:15 p.m.



Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Thursday, April 15, 1943

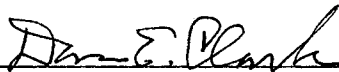
Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 11:00 a.m. in the President's office and adjourned for lunch at the Faculty Club. The minutes of the meetings of March 17 and 22 were approved.

B There was some discussion of questions involving the Department of Sociology, especially the possibility of combining this department with some other department. Mr. Moore moved that the Council recommend that the departments of Sociology and Psychology be combined and that Mr. Taylor be recommended as the head of the combined department. There was no second to this motion. It was the opinion of the Council that, at least for the present, no combination of departments should be made, since any action of that kind, if taken, should be taken only after serious thought and consideration of all angles of the question.

M The President presented to the members of the Council for their opinion several questions regarding the policies and procedures to be followed in handling military training contracts.

The Council adjourned at 1:00 p.m.


Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Friday, April 23, 1943

Present: Burrell, Clark, Gilbert, Moore, Taylor.

Absent: Moll.

The Advisory Council met at 4:00 p.m. in the President's office. The minutes of the meetings of March 30 and April 15 were approved.

A The Council discussed at some length various problems affecting tenure and promotions as well as problems arising out of leaves of absence, either for war work or for other reasons.

M There was some discussion of the desirability of attempting to organize a unit of the branch of the Department of Higher Education of the National Education Association among the faculty members. No recommendations were made by the Council.

The Council adjourned at 5:40 p.m.


Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Monday, May 3, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor

The Advisory Council met at 4:00 p.m. in the President's Office.

R Mr. Burrell presented his annual report as vice-president of the Council, to be presented at the meeting of the faculty on the following Wednesday. After some minor revisions this report was approved, and made a part of these minutes.

A After some discussion the Council unanimously voted to place in the minutes the following statement of policy: "That the tenure of a member of the teaching staff with the rank of assistant professor or above, should be reviewed at the end of the first three years of service, and that, except for good reason, such member should be advanced to indefinite tenure at that time."

A There was some discussion of the policy in regard to the temporary salary increases to meet the cost of living which were recently made possible by action of the legislature. It was the opinion of the Council that the present schedule of minimum salaries for the various ranks should remain unchanged, and that these blanket increases should not be included in determining eligibility for changes in rank.

B The President indicated that the date for the presentation of the budgets to the Chancellor's office had been set, and that this date was so early that it would now be necessary to use as many short-cuts as possible in completing the preparation of the budget.

The Council adjourned at 5:45 p.m.



Dan E. Clark, Secretary

REPORT OF THE ADVISORY COUNCIL TO THE UNIVERSITY OF OREGON
FACULTY, WEDNESDAY, MAY 5, 1943

By O. K. Burrell

R In spite of the fact that many, if not most, members of the faculty are aware of the history and functions of the Advisory Council, it appears desirable at least annually to make a brief statement concerning the responsibilities and history of the Council.

The Council was created by action of the faculty and Board of Regents in 1916. Throughout its sometimes placid and sometimes stormy existence it has been charged with the general responsibility of representing the faculty point of view to the Administration. The President of the University is Chairman of the Council, and a Vice Chairman is elected by the Council. In recent years the chief responsibility of the Vice Chairman has been the writing of the annual report to the faculty. During one administration the President of the University refused to call the Council into session. Nevertheless the faculty continued to elect a Council, and in a subsequent period of stress the Council served to represent the faculty interest and viewpoint to the State Board of Higher Education and to the people of the State.

In 1936 the responsibilities of the Council were enlarged. The faculty minutes for October 27, 1936, redefined the functions of the Advisory Council as follows:

- (1) The Advisory Council, as a Faculty committee, shall serve the Faculty and the President of the University in an advisory capacity. The advisory powers and jurisdiction encompass all matters of policy not specifically delegated to other Faculty committees.
- (2) The Advisory Council shall be continued as a Faculty Committee for the purpose of advising the President regarding the formulation of the annual budget.
- (3) The Advisory Council shall continue to exercise the power of a committee on tenure and promotion.
- (4) The Advisory Council shall be recognized as a committee on committees, with the responsibility of nominating to the President of the University all committees originating with the Faculty, excepting only those that are elected by the Faculty itself. It is definitely understood, however, that in the nomination of committees to the President, no member of the Advisory Council shall be recommended for a place upon any of these Faculty committees.

It is to be noted that the Council has advisory powers only and is not in any sense an executive council. Its usefulness to the University demands that it deserve and receive the confidence of the President and of the faculty. The confidence of the faculty in the Council is tested annually in an election. The confidence of the President can be maintained only if the Council faithfully represents the interests of the faculty and the University as a whole.

Since the report submitted to the faculty on May 6, 1942, there have been twenty-six meetings of the Advisory Council. The record shows few absences. These meetings have occupied from one hour to three hours. As in previous years, the annual budget has claimed the major time and attention of the Council.

The Budget

Last year we were able to report that the budget recommendations had been completed and the report to the faculty included a discussion of the principles which we attempted to follow in making recommendations regarding the cutting of the University budget by nearly \$80,000.

The uncertainties concerning the nature and scope of the University's activities next year have thus far prevented the completion of budget recommendations. Following the usual practice, each dean or other budgetary officer has met with the Council and discussed his budgetary problems and recommendations for 1943-44. In addition we have had, as usual, comparative budgetary and enrollment data covering a number of years.

Due to the uncertainties with which the faculty is entirely familiar the State Board of Higher Education has only recently determined its general budget policy for 1943-44. This has made impossible the formulation of any final budget recommendations. It seems clear that even when the budgetary allocation to the University is established, the budget will of necessity have to be on a much more flexible basis than in the past. Present limited horizons will make necessary many adjustments and shifts in the budget as the opportunities and responsibilities of the University in wartime come into clearer focus.

Tenure, Promotion and Appointments

The policies of the Council with respect to recommendations on tenure, promotion and appointments have undergone little change. These policies may be summarized as follows:

1. The Council believes that the senior members of a school or department should wherever feasible participate in the selection of permanent members of the staff with the rank of assistant professor or above. The Council believes, moreover, that this participation should be active rather than merely nominal. It is recognized that in at least some cases this may not be feasible. The Council believes that this policy is wise not so much because members of a department or school have any inherent right to participate in the selection of permanent personnel as because a better job of selection is likely to result. Neither does this policy imply any lack of confidence in the judgment of deans, but only a belief that the selection of personnel is highly important and that competent and experienced men in the field can make a valuable contribution which ought to be utilized.

The Council realizes, however, that no set formula can be followed. In some cases it may be desirable to submit the problem to the entire minor faculty. In other cases the opinions and assistance of a few senior members of a department should be sought. In rare cases any reference of the problem to the department may be unwise. In any event, the emphasis should be upon the consideration of a diversified list of candidates rather than upon a mere vote to approve or disapprove a proposed appointment.

2. That increases in rank should not be recommended unless the salary can be brought up to the established minimum for the rank. It is the view of the Council that the present established minimum should remain unchanged, but that the recent cost of living salary adjustments should not be included in determining eligibility for changes in rank.

3. That the tenure of a member of the teaching staff with the rank of assistant professor or above should be reviewed at the end of the first three years of service, and except for good reason, such member should be promoted to indefinite tenure at that time.

Salary Increases

In the report submitted a year ago the Council was able to offer an analysis of the salary increases recommended by the Council and approved by the President and the Board. Because of the necessary delay in the budget this year it became evident that in a number of cases recommendations for salary increases should not wait until the preparation of the annual budget. Accordingly, recommendations were made by the Council and approved by the President covering six salary increases. These increases were approved by the State Board of Higher Education at the March meeting. These salary changes involved an annual amount of \$1,300. These increases were entirely concerned with salaries under \$3,300; \$1,100 of the \$1,300 total increase involved salaries of \$3,000 or less. The Council hopes and expects that additional salary increases based on merit will be authorized in the final 1943-44 budget.

It is the view of the Council that the recent cost of living salary adjustment does not measurably lessen the need for increases in salary in recognition of outstanding achievement, growth in service, changes in responsibilities, or competition with other agencies and institutions.

The attention of the faculty, particularly the new-comers, is again called to the fact that the minutes of the Advisory Council are open for faculty inspection and may be found in the President's Office.

Respectfully submitted,

O. K. Burrell
O. K. Burrell
Vice Chairman

MEETING OF THE ADVISORY COUNCIL
Monday, May 10, 1943

Present: Burrell, Clark, Moll, Moore, Taylor.

Absent: Gilbert.

The Advisory Council met at 4:00 p.m. in the President's office. The minutes of the meetings of April and May 3 were approved.

C The Council discussed with the President the composition of the special committee to study group requirements, which the President was instructed to appoint by the faculty at its last meeting.

A The Council recommended to the President that Robert E. Cushman, Ph.D., be appointed to the professorship of Religion for the term of one year beginning in October, to take the place of Professor Paul B. Means, who is on leave of absence for military service. It was recommended that Dr. Cushman's salary be at the annual rate of \$3,600.

B The Council reviewed the various requests made by the deans and heads of service divisions when they appeared before the Council to discuss their budgets for the year 1943-44. The attached statement contains the final recommendations of the Council with respect to salary increases and changes in rank and tenure. Requisition budgets were not considered.

The Council adjourned at 5:30 p.m.



Dan E. Clark, Secretary

SALARY INCREASES AND CHANGES IN RANK AND TENURE
1943-44

B The following statement indicates the increases in salary and changes in rank and tenure recommended by the Advisory Council for the year 1943-44. The requests presented to the Council by the various deans and heads of departments and services were given tentative consideration following their presentation. These requests were reviewed at the meeting of the Council on May 10, and the following salary increases and changes in rank and tenure were definitely recommended at that time.

<u>Department, Name and Title</u>	<u>Present Salary Rate</u>	<u>New Salary Rate</u>	<u>Annual Increase</u>
<u>President's Office</u>			
Gladys Kerlee, Secretary to the President	1,800.00	2,000.00	200.00
Lucile C. Thompson, Secretary and Non-resident Clerk Registrar's Office	750.00 (750.00)	950.00 (750.00)	200.00 --
Total	(1,500.00)	(1,700.00)	(200.00)
<u>General Library</u>			
Willis Warren, Acting Librarian; Assistant Professor	2,600.00	2,800.00	200.00
Clarice E. Krieg, Cataloguing Librarian; Assistant Professor	2,400.00	2,500.00	100.00
Ella Carrick, Senior Asst., Cataloguing Dept.; Instructor	1,800.00	2,000.00	200.00
Martha Foster, Senior Asst., Catalogu- ing Dept.; Instructor	1,600.00	1,700.00	100.00
Elizabeth Findly, Senior Asst., Reference Dept.; Instructor	1,800.00	1,900.00	100.00
<u>Law Library</u>			
Lois Baker, Law Librarian; Instructor	1,312.50	1,500.00	187.50
<u>Museum of Natural History</u>			
LeRoy Detling, Asst. Prof. of Botany; Curator of Herbarium Biology	1,200.00 1,200.00	1,250.00 1,250.00	50.00 50.00
Total	(2,400.00)	(2,500.00)	(100.00)
Homer G. Barnett, Asst. Curator of Anthropology; Instr. in Anth. Anthropology	900.00 1,300.00	1,000.00 1,400.00	100.00 100.00
Total	(2,200.00)	(2,400.00)	(200.00)
(Change in rank to Assistant Professor, and Place on indefinite tenure)			
<u>Business Office</u>			
J. O. Lindstrom, Business Manager; Associate Professor	3,320.00	3,600.00	280.00
<u>Editor's Office</u>			
George Belknap, University Editor; Assistant Professor	2,600.00	2,800.00	200.00
J. E. Bailey, Assistant University Editor	1,700.00	2,000.00	300.00
(Transfer from wages at approximately \$1,700 and given title of Assistant University Editor. Approximate increase of \$300.)			

<u>Department, Name and Title</u>	<u>Present Salary Rate</u>	<u>New Salary Rate</u>	<u>Annual Increase</u>
<u>Architecture and Allied Arts</u>			
W. S. Hayden, Assistant Professor of Architecture	2,500.00	2,800.00	300.00
O. L. Barrett, Associate Professor of Architecture	2,500.00	2,600.00	100.00
<u>Business Administration</u>			
A. B. Stillman, Associate Professor of Business Administration (Change in rank to full professor)	3,100.00	3,500.00	400.00
W. C. Ballaine, Assistant Professor of Business Administration	2,700.00	2,800.00	100.00
<u>Journalism</u>			
Aileen Guy, Secretary	1,200.00	1,380.00	180.00
<u>Law</u>			
K. J. O'Connell, Assoc. Prof. of Law	3,100.00	3,300.00	200.00
<u>Music</u>			
John Stehn, Asst. Prof. of Wind Instr.;			
Dir. of University Band	1,800.00	2,100.00	300.00
Educational Activities Fees	700.00	700.00	
Total	(2,500.00)	(2,800.00)	
<u>Physical Education</u>			
Helen Petroskey, Asst. Prof. of Physical Education	2,300.00	2,400.00	100.00
H. S. Hoyman, Asst. Prof. of Physical Education (Advanced in rank to associate professor on full time. Entire salary of \$3,000 to be included in Physical Education budget, thus absorbing \$150 previously paid by Athletic Board for services as coach of swimming team.)			
<u>Home Economics</u>			
Mary S. Huser, Instr. in Home Economics	1,800.00	2,000.00	200.00
Emmajean Peterson, Instr. in Home Economics	1,950.00	2,000.00	50.00
<u>Anthropology</u>			
L. S. Cressman, Prof. of Anthropology; Head of Dept.; Curator of Anthropology; Director of Mus. of Natural Hist.	3,600.00	3,800.00	200.00
H. G. Barnett (See Museum of Natural History)			

<u>Department, Name and Title</u>	<u>Present Salary Rate</u>	<u>New Salary Rate</u>	<u>Annual Increase</u>
<u>Biology</u>			
LeRoy Detling (See Museum of Natural History)			
R. R. Huestis, Prof. of Zoology; Curator of Vertebrate Collections	3,675.00	3,800.00	125.00
<u>Chemistry</u>			
A. H. Kunz, Assoc. Prof. of Chem.; Head of Department	3,200.00	3,400.00	200.00
D. S. Dedrick, Asst. Prof. of Chem. and Physics	1,370.00	1,300.00	
Physics	1,030.00	1,300.00	
Total (Redistribution of time and salary)	(2,400.00)	(2,600.00)	(200.00)
Nils Carlson, Custodian, Chem. Dept. (Increase to full time with no increase in salary rate)	1,500.00	1,800.00	300.00
<u>Classics</u>			
F. M. Combella, Instr. in Latin and Greek (Increase in rank to assistant Professor. Change from full time to .80 time. Change to indefinite tenure.) * (See next page under History)	1,900.00	1,920.00	20.00
<u>English</u>			
J. C. McCloskey, Asst. Prof. of English (Change to indefinite tenure)	2,100.00	2,400.00	300.00
B. E. Jessup, Asst. Prof. of Eng. and Aesthetics	2,300.00	2,400.00	100.00
R. D. Horn, Assoc. Prof. of English	2,900.00	3,100.00	200.00
E. C. A. Lesch, Assoc. Prof. of Eng. (Change in rank to full professor)	3,150.00	3,500.00	350.00
E. G. Moll, Assoc. Prof. of English (Increase in rank to full professor. As shown in the minutes of the meeting of February 22, 1943, Mr. Moll was not present when the Council considered and recommended this increase in salary and rank for him.)	3,250.00	3,500.00	250.00
H. C. Franchere, Instructor in English	2,000.00	2,250.00	250.00
F. G. Black, Asst. Prof. of English	2,600.00	2,800.00	200.00
Valborg Anderson, Instructor in English (part-time)	375.00	450.00	75.00

<u>Department, Name and Title</u>	<u>Present Salary Rate</u>	<u>New Salary Rate</u>	<u>Annual Increase</u>
<u>English (continued)</u>			
Hoyt Trowbridge, Assoc. Prof. of English (Change to indefinite tenure)			
Franklin Walker, Professor of English (Change to indefinite tenure)			
<u>German</u>			
Astrid Williams, Asst. Prof. of German	2,400.00	2,600.00	200.00
<u>History</u>			
J. T. Ganoë, Assoc. Prof. of Hist.	3,000.00	3,200.00	200.00
Marcella King, Secretary *(Actual increase for part-time service, \$91.20)	1,380.00	1,500.00	120.00*
*Edna Landros, Acting Head, Classics Dept. (Change of title from acting head to head of department)			
<u>Physics</u>			
D. S. Dedrick (See Chemistry)			
E. L. Peterson, Asst. Prof. of Physics	2,750.00	2,850.00	100.00
E. H. Collins, Asst. Prof. of Physics	2,400.00	2,600.00	200.00
<u>Psychology</u>			
Robert Leeper, Asst. Prof. of Psych. (Increase in rank to Assoc. Professor)	2,950.00	3,100.00	150.00
Leona E. Tyler, Asst. Prof. of Psychology (Change to indefinite tenure)			
<u>Romance Languages</u>			
C. L. Johnson, Asst. Professor of Romance Languages	2,400.00	2,500.00	100.00
Anibal Vargas-Baron, Instr. in Romance Languages	1,800.00	2,100.00	300.00
Christina Crane, Instr. in Romance Lang. (Restoration to full time beginning October 1, 1943)			
Anna M. Thompson, Asst. Prof. of Romance Lang. (Sabbatical leave for 1943-44)			
<u>Social Science Service Bureau</u>			
Mary C. Soranson, Sec'y and Research Assistant	1,800.00	2,000.00	200.00

<u>Department, Name and Title</u>	<u>Present Salary Rate</u>	<u>New Salary Rate</u>	<u>Annual Increase</u>
<u>Social Science Survey and History</u>			
Quirinus Breen, Asst. Prof. of Hist. and Soc. Sci.; Chairman of Soc. Sci. Group			
History	1,300.00	1,450.00	150.00
Social Science Survey	1,400.00	1,450.00	50.00
Total	(2,700.00)	(2,900.00)	(200.00)
<u>Sociology</u>			
L. S. Bee, Asst. Prof. of Sociology	2,400.00	2,600.00	200.00
<u>Speech and Dramatic Arts</u>			
Horace W. Robinson, Asst. Prof. of Speech and Dramatic Arts	2,500.00	2,700.00	200.00
K. S. Wood, Instr. in Speech and Dramatic Arts	2,100.00	2,200.00	100.00
W. A. Dahlberg, Associate Prof. of Speech and Dramatic Arts; Acting Director of Division (Change in title from acting director to director)			

MEETING OF THE ADVISORY COUNCIL
Friday, May 14, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 4:00 p.m. in the President's office.

W Some time was spent in discussing various problems connected with the offering of army training programs on the campus.

X The Council recommended that the members of the faculty of the German Department, who are on indefinite tenure, should be restored to full time, beginning October 1.

X The Council gave further consideration to personnel problems in the German Department, a subject which had been discussed at a previous meeting, at which time a definite recommendation had been postponed because not all members were present. After some discussion, by a vote of five to one, the Council recommended that notice of termination of appointment as of September 30, 1944, should be given to Professor E. P. Kremer; but that, if during the coming year he is able to overcome the defects in his teaching and departmental relationships which at present make his service unsatisfactory, he will be given consideration for a new appointment.

The Council adjourned at 5:00 p.m.

Dan E. Clark

Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Friday, June 11, 1943

Present: Burrell, Clark, Gilbert, Moll, Moore, Taylor.

The Advisory Council met at 2:00 p.m. in the President's Office. The minutes of the meeting of May 10 were approved.

X 11

The President stated that he had asked the Council to meet in order that there might be a further discussion of the question of Professor E. P. Kremer's status and tenure. He stated that he had invited Professor Robert D. Horn, president of the local chapter of the A.A.U.P., and Professor Orlando J. Hollis, member of the executive committee of the same organization, to participate in the discussion.

After prolonged discussion the Council unanimously agreed in admitting that it had been in error in recommending that notice of termination of tenure be given to Professor Kremer before an opportunity had been given for a hearing on the complaints and evidence of ineffectiveness in teaching which were the basis of the previous recommendation. Therefore, the Council recommended:

1. That Professor Kremer be notified that the notice of termination of his service is withdrawn pending further consideration of his status.
2. That as soon as Professor Kremer's reply to this communication is received there should be another meeting of the Council, at which time the A.A.U.P. might be invited to send representatives to participate in an informal discussion.
3. That, if necessary, or if desired by Professor Kremer, a formal hearing should be arranged for a later date.
4. That the Council should withhold its final recommendation until after these steps have been taken and every effort made to reach a solution that will fully protect the interests of the University, the department, and the individual chiefly concerned.

The Council adjourned at 4:30 p.m.

Dan E. Clark
Dan E. Clark, Secretary

MEETING OF THE ADVISORY COUNCIL
Friday, June 18, 1943

Present: Clark, Gilbert, Moll, Moore, Taylor.

Absent: Burrell, who was out of town.

The Advisory Council met at 2:00 p.m. in the President's office. The minutes of the meetings of May 14 and June 11 were approved.

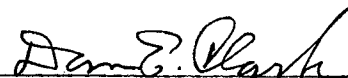
Dean Gilbert stated that he had written to Professor E. P. Kremer in accordance with the Council's recommendations at the meeting of June 11, and had received a reply. The Council, therefore, resumed the consideration of Professor Kremer's status and tenure. Professors Orlando J. Hollis and Robert D. Horn, representing the A.A.U.P., sat with the Council and participated in the discussion.

After careful consideration the Council unanimously (Mr. Burrell absent) adopted the following resolution:

"Not later than the end of the winter term 1943-44 the Council will conduct an impartial investigation of Mr. Kremer's teaching and departmental relations, at which time Mr. Kremer will have an opportunity for a full hearing. If, as a result of this investigation, the Council is not convinced that Mr. Kremer has shown his ability to correct the defects specified in Dean Gilbert's letter to him of June 14, 1943, the Council will make recommendations looking to the termination of his services."

Dean Gilbert stated that Professor William C. Jones, head of the Department of Political Science, had received an attractive offer elsewhere at a salary considerably above that which he now receives. After discussion the Council recommended that every effort be made to retain Professor Jones and that his salary be increased by at least \$400 if he decides to remain with the University.

The Council adjourned at 3:30 p.m.



Dan E. Clark, Secretary