

MEETING OF ADVISORY COUNCIL.

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Faculty Action Affecting Council.

February 14th, 1918.


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Meeting of Advisory Council.

Council met in the office of President at 8:30 P.M. February 14th, 1918. Meeting called primarily for the purpose of considering the budget. Council discussed at length possible effect which continuance of war might have on student attendance and outside demands on the University. General conclusion was that although University might ultimately face a complete breakdown in its organization if the war should continue for several years, better policy for the present was to maintain departments and schools intact until more definite predictions could be made with regard to continuance of war into the next academic year. President asked advice of council with regard to expedience of postponing action on the budget until deferred meeting of Board to be held some time in the spring. Council strongly favored such action. Dean F.G. Young of the Graduate School urged strongly careful consideration of the need for graduate fellowships or scholarships as a means of attracting students pursuing advanced work and capable of prosecuting important lines of research. No definite action was taken.

Dean Sheldon brought before council resolution passed by Faculty with regard to justice and feasibility of making provision for increase in salaries. He urged the advisability of showing Regents how needed increase in pay might be provided for. On motion of Dr. Sheldon a committee was authorized to consider ways and means of augmenting the surplus and making it possible for the budget to carry the added item of salary increase. The committee subsequently appointed consisted of Dean Sheldon, Professors Gilbert and Stafford.

Comptroller Johnson made some suggestions relative to method of paying salaries and was inclined to favor a plan for payment of yearly salaries in 10 installments. This recommendation met with little favor from council and members generally liked the plan which distributed pay evenly through twelve months of calendar year. Otherwise difficult to finance lean months of vacation.


Secretary Advisory Council

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Meeting of Advisory Council

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Regarding Budget and Possibility of
Salary Increase.

April 19th, 1918.

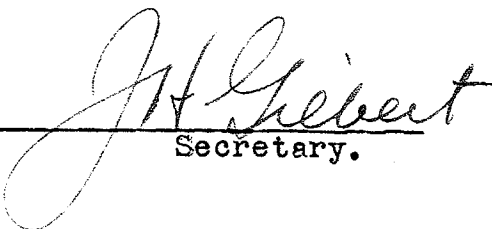
§ The President reported to the Council the results of a recent conference with certain members of the Board relative to an increase in salaries. This conference brought out the fact that by the practice of rigid economy in all departments a possible surplus of \$11,000 might be realized. A ten percent increase in all salaries under \$2,500 would require approximately \$12,000. If a uniform increase of 10 per cent were applied to the entire salary roll it would call for \$20,000. The Board was therefore, inclined to favor an increase on salaries under \$2,500 holding in reserve the question of an increase affecting the better paid men. By the June meeting it might be possible to forecast the events of the war and obtain from the State Tax Commission an estimate of valuations for the levy of 1919. In event the valuations show a substantial increase it would be possible to advance the higher salaries at that time. The danger of popular misunderstanding of this "double" increase was considered but it was believed that a nouncementx could be made in such a way as to indicate clearly that the later increase applied to a different class.

4 The question of dismantling some departments for the duration of the war was discussed. Dean Straub brought pessimistic reports about the size of high school graduating classes and small number of students intending to enter the University. The President communicated with Superintendent Churchill, who estimates a reduction of 15 per cent in size of graduating classes. Dean Sheldon was opposed to discontinuing any departments but thought departments with several instructors might spare some members for the duration of the war. In the law school it was thought best to retain the organization intact but to dispense with the services of one or possibly two men.

Dr. Barnett and others raised the question of suspending fall athletics in the interest of economy. President Campbell, however, was strongly in favor of maintaining the athletic organization recognizing the special need for athletics as a corrective for the spirit of depression and unrest that is bound to come if the war is long continued. Professor Young urged the advisability of entering into correspondence with the other conference colleges looking toward the suspension of athletics activity by concerted agreement. The President promised to lay the matter before the Tacoma meeting of University heads to be held in the near future.

Dr. Sheldon brought up the question of a Press and Publication Committee representative of all departments and schools whose interests were affected by the assignment of funds for publications. The President was convinced that such a committee was necessary, the only question being that of size and composition of the committee when

created. President Campbell made the tentative suggestion that the Committee be composed of one representative from each school with the addition of a member from each of the three groups, social sciences, natural sciences, and languages. The final determination of the question was deferred till the next meeting of the council.


Secretary.

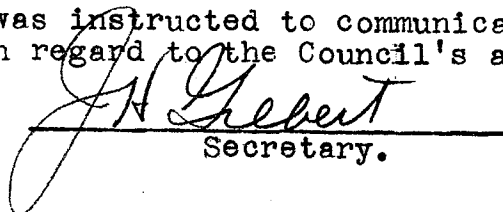
Special Meeting of Advisory Council, May 6th, 1918.

Meeting was called at the request~~ion~~ of Secretary Onthank to consider the advisability of recommending to the faculty a reconsideration of their recent action in setting the graduating exercises on Sunday evening, June 16th. After some discussion it was decided that the Council sees no adequate reason for urging a reconsideration of the date.

The question of Mr. Fullerton's open hostility toward the University was taken up. Mr. Onthank reported a conference between the President, a committee from the Board and certain Eugene citizens relative to the best means of dealing with "The Hornet". The consensus of opinion had been that no action against Mr. Fullerton was desirable lest it afford an opportunity for further unfavorable publicity. A suit against Mr. Fullerton would offer an opportunity for a counter suit for conspiracy against University authorities. In the opinion of the Advisory Council however, the undesirable publicity connected with Secretary Olcott's refusal to admit Fullerton's material in the Candidates Pamphlet made some defensive action on the part of the University desirable if not imperative. On motion of Gilbert the following resolution was adopted:

"The Council strongly advises the President to consider the expediency of making through the Board some public statement covering Mr. Fullerton's previous record and his present motive for attacking the University"

Secretary Onthank was instructed to communicate with the President and inform him with regard to the Council's action.


Secretary.

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J. H. Gilbert

ADVISORY COUNCIL MEETING

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June 12th, 1918.

The Encouragement of Research.

Council met at the call of the President to consider the resolution adopted, June 11th, by the Colloquium, asking the University to define more precisely its attitude toward research, and submitting five propositions as a basis of discussion. The council took up the resolution section by section and made some verbal changes in all except the fourth section. On motion of Dr. Gilbert the fifth section, relating to the minimum number of teaching hours for those engaged in research work was eliminated. In striking out this section the council believed that it was superfluous since the policy of encouragement implied in the first section would involve suitable adjustment of teaching hours, provisions for assistants, the availability of funds, etc. It was argued, too, that the Regent's rule is already sufficiently elastic since it requires merely an equivalent of fourteen teaching hours and apparently accepts research work as a partial compensation.

To the resolution, as thus amended, a fifth section was added relating to the establishment of "special research funds with particular reference to the problems of reconstruction, and state development". The amended resolution, which was adopted by the council and referred to the Board of Regents for further action was as follows:

A Proposed Policy toward the Encouragement of Research.

- Section I. That the University should go on record as encouraging and supporting scientific and scholarly research by the members of its instructional staff.
- Section II. That in making appointments to the faculty the candidate's qualifications for productive work be taken into consideration, as well as his teaching ability.
- Section III. That in making promotions and increases in salaries equal weight shall be given to scholarly productiveness or creative work and to teaching ability.
- Section IV. That no person should be advanced to the rank of full professor unless he can show continued activity in scholarly research or on the other hand extraordinary teaching ability.
- Section V. That the Board of Regents go on record as favoring the establishment of special research funds with particular reference to the problems of reconstruction and state development and that the cooperation of Oregon citizens in supplying the means by which these necessary investigations shall be carried on.

Meeting of Advisory Council, June 12th, 1918 (Continued)

At the suggestion of Dr. Barnett the question establishing teaching fellowships was taken up. In the opinion of the council the time was not opportune for such departure and that the matter of formal provision for graduate fellowships could best be deferred until results could be obtained from the Regent's efforts to establish special research funds at the University. On motion of Dr. H.D. Sheldon, consideration postponed.

Meeting adjourned.

J. H. Gilbert
Secretary Advisory Council.

ACADEMIC COUNCIL.

Meeting of November 6th, 1918.

Status of S.A.T.C. Students.
Basis of Academic Appointments and Promotion.

The council met at 7:30 P.M. in the office of President Campbell. Several members of the council raised questions relative to the status of the Students Army Training Corps in event an early peace should be concluded. President Campbell was inclined to the opinion that the federal Government would carry out its contract with the University and the men for the entire year unless some other arrangement satisfactory to all could be entered into. It was the opinion of the council that in case of an early conclusion of hostilities steps should be taken to demobilize the institution and return the men to status of regular students. While military instruction might be retained a less rigid prescription of courses should be sought for and more time allowed for strictly academic subjects. The demands of peace and the solution of problems of reconstruction should be the objective instead of military aims now uppermost. While this was the consensus of opinion the council nevertheless disavowed any intention of pressing the Government in making a decision with reference to the larger question - military preparedness.

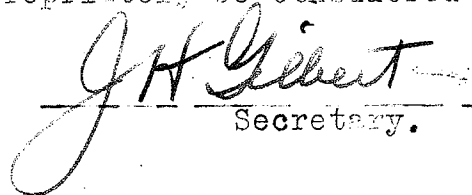
Dr. Sheldon raised the question of considering at an early date the advisability of bringing about better correlation between physical education activities, University sports, intercollegiate athletics and supervision of student health. He suggested the possibility of utilizing as head of such department a man of military experience, medical training and coaching ability. Above all else the candidate for such position should have a wholesome appreciation of the place of athletics in the life of a student community. The President spoke of his ambition to create a "physical welfare school" with large budget, elaborate equipment and a staff of competent experts qualified to give advice on diet, exercise and care of health. Besides being of service to the University community such school would serve as a center for hygienic propaganda.

throughout the state. The administration recognized that time was ripe for such departure because the war had given an impetus to the movement which aims to promote physical fitness of the entire population. The president, however, doubted the ability of the institution to finance the undertaking at present.

Dr. Sheldon brought in a report from a colloquium committee carrying important suggestions with regard to administrative policy affecting appointments and promotions. The recommendations of the committee underwent some modifications before final adoption. It was moved by Dr. Sheldon that it was the sense of the council that the president in making promotions among the teaching staff of the University should, so far as practicable, attach equal importance to the three factors of experience, teaching ability and productive scholarship. Lack of productive scholarship should create a presumption against such advancement unless (a) the department is such that it does not admit of scholarly research or of creative work or (b) the teacher shows exceptional strength or renders conspicuous public service in some other direction. The motion carried. It was moved by Dr. Sheldon that each year the University publish a list of the several lines of creative activity carried on by the faculty and indicating the bearing of such on the intellectual life or social welfare of the state. Motion was carried.

Dr. Sheldon then made a third motion having special bearing on the question of appointments. This motion provides that appointments above the rank of instructor should be given only to candidates who have an academic training equivalent to the work required in a standard University for the Ph.D degree. Exceptions to be made only in case of persons now members of our faculty who are making substantial progress toward the attainment of this degree.

Dr. Sheldon raised the question of the budget only to elicit the information that it is at present in a confused if not over-strained condition, owing to the extra demands made by military organizations, construction of barracks, etc. The University will probably be obliged to apply to the Legislature for a deficiency appropriation. At any rate the budget for the next year must be held in abeyance until a new contract with the Federal Government takes the place of the tentative one now in effect. By the end of December, with additional light on financial matters the budget might appropriately be considered by the council.


Secretary.

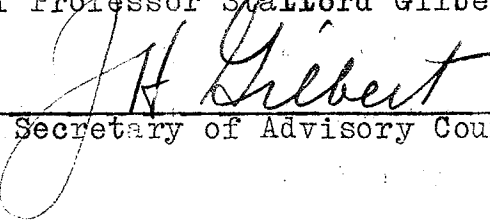
ADVISORY COUNCIL
December Meeting.

Budget - Academic Tenure - Determination of Hold-over members
of the Council.

The council met at the call of the President, December 16th. The question of the annual budget was considered but the council reached the conclusion that definite action must be postponed until after the close of the legislative session. The settlement of S.A.T.C. contracts with the Federal Government and the action of the legislature might affect in a material way the income of the University. Final consideration of the budget was postponed until the new council is organized.

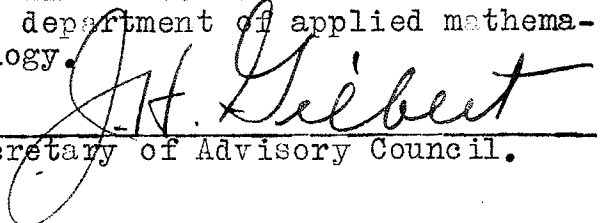
The subject of academic tenure was again taken up and the advisability of having a probationary period for instructors and assistant professors, after which appointment would become permanent was discussed, however, to postpone action until a committee appointed from the new council could report on the practice of other institutions and the recommendations of the American Association of University Professors.

Professor Barnett and Dean Sheldon retired from the council after two years' service and lots were cast to decide whether Dean Young or Dean Straub should retire. In the absence of Professor Young Dean Straub won and will continue to serve for the year 1919. Lots were then cast to decide whether Professor Stafford or Professor Gilbert should continue in office. In the absence of Professor Stafford Gilbert was continued in office.


Secretary of Advisory Council.

Action of Faculty affecting Council.

At the special meeting of faculty, held January 22d, 1919, the election of members to fill the vacancies left by the retirement of Deans Young and Sheldon and Professor Stafford and Barnett was made first order of business. The election resulted in the choice of Deans Allen and Morton and Professor McAlister of the department of applied mathematics and Bovard of the department of Zoology.


Secretary of Advisory Council.