

## ANNUAL REPORT OF ADVISORY COUNCIL

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On March 11, 1920, Professor McAlister, secretary of the retiring council, submitted the following report through the Campus Mail to the members of the Faculty:

In the early part of the year the principal topic of discussion had relation to the bonding bill (Senate Bill #266), providing, among other things, funds for buildings at the University and Agricultural College. The Council listened to delegations from several branches of the Faculty, and after exhaustive discussion, decided on the number and character of buildings most urgently needed. The failure of the bonding bill at the polls, of course, brought all of these plans to naught.

After discussion extending over several meetings, the Council adopted, with some amendments, the report of a committee outlining a policy with reference to period of appointments of professors, term of office, and method of dismissal, the said report as amended to be presented to the Board of Regents with recommendation for its adoption.

The pressing need of an increase in salaries was discussed frequently during the year, and a partial solution was found at the October meeting of the Board of Regents.

As soon as the Governor announced his decision to call a special session of the Legislature, the Council began consideration of a bill to be presented, providing additional funds for the University. Data was collected and arguments formulated for presentation to the special session. The final outcome is now before the people to be voted on at the special election in May.

(Signed) E. H. McALISTER,  
Secretary for 1919.

## MEETING OF ADVISORY COUNCIL

President's Office, Monday, March 15, 1920; 8:00 P.M.

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The following members were present: Deans Sheldon, Morton, Allen; Professors Bovard, Barnett and Gilbert.

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Mr. Allen was elected Secretary.

The regular meeting time was set for the second Thursday in each month.

The President read to the Council the findings of Mr. E. B. Stevens, who recently made a survey of the University and Agricultural College with regard to their respective needs.

It was voted, after discussion of the subject, that the President should appoint a committee of three to formulate a plan for adjusting the relation of faculty rank and salary and to report upon the question of standardization of salaries in the University. The President appointed Dean Sheldon and Professors Barnett and Gilbert.

The Council discussed a plan for payment of annual salaries in ten installments instead of twelve. The President pointed out that the present system made it appear logical that the University might claim a lien on the teachers' summer time and might reasonably ask for an accounting.

Types of University organization were discussed in view of the President's intimation that the continued growth of the University would probably compel a readjustment. The President noted for future discussion and further consideration the existing emphasis upon the "department" in the University's organization, and also the apparent discrepancy between the comparatively small professional schools, each with its own dean, and the large College of Liberal Arts, with only a single dean.

The meeting adjourned.



Secretary.

MEETING OF ADVISORY COUNCIL

President's Office, Wednesday, April 14, 1920, 7:30 P.M.

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All members present except Dean Morton.

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A report was received from the committee appointed at the March meeting to formulate a plan for adjusting the relation of faculty rank and salary. The committee made its report in the form of recommendations to be submitted to the Board of Regents. As amended by the Advisory Council in the course of a discussion, the report is as follows:

Members of the teaching force receiving from \$1200 to \$1800 a year shall be entitled instructors.

Members of the teaching force receiving from \$2000 to \$2500 shall be entitled assistant professors.

Members of the teaching force receiving from \$2750 to \$4000, or such other normal maximum as the Board of Regents may from time to time adopt, shall be entitled professors.

The committee also submitted and the Advisory Council approved a recommendation to the Board of Regents that the grade of associate be created, the salary range to be from \$1500 to \$2500 and the position to be filled by persons who shall devote themselves exclusively to teaching and who, barring the acquisition of additional professional qualifications, shall be eligible only to financial promotion.

The Council then discussed at some length, but without result, the question of stability of tenure.

The meeting adjourned.

*Ernest Allen*

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Secretary.

## MEETING OF JUNE, 1920

The meeting recorded below was held in the absence of the Secretary in California and the following minutes were written from memory by Dr. James H. Gilbert in October, 1920:

The Advisory Council met at the call of President Campbell to consider the question of individual salary increases. The President had announced in colloquium the desire to "share with a faculty committee the responsibility of salary increases", and the colloquium had designated the advisory council to act in that capacity.

It was agreed at the opening of the session that salaries of deans and members of the council should be excepted. Those present were Dean Sheldon, Dr. Barnett, Dr. Gilbert and Dr. Bovard. After preliminary discussion Gilbert moved that salary increases be figured on a thirty-three and one-third per cent basis, it being understood that this figure was not binding or mandatory but merely supplying a norm from which to figure individual increases. This being agreed upon, each member of the council was supplied with a list of instructors with present salary set opposite the name. Each salary was increased by  $33\frac{1}{3}$  per cent and recommendations were made for larger or smaller increase according to the council's estimate of teaching ability and general usefulness to the University. In case of several younger men recommendations were made for salary increases a little below the normal in order that such men might be encouraged to take advanced graduate work leading to higher degrees. The work of each instructor, status of department etc. were passed in review and there was a surprising unanimity of opinion with regard to appraisals made in the majority of cases. With these estimates the President agreed in by far the larger number of cases.

*Ernest W. Allen*

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Secretary

## MEETING OF OCTOBER 20, 1920

Present: Deans Sheldon, Allen and Bovard;  
Professors Gilbert and Barnett.

Dr. Bovard announced that he thought he ought to retire from the Council, having been elected as a professor and being now a dean.

The annual lots for retirement were drawn between Dean Sheldon and Dean Allen and Professor Gilbert and Professor Barnett, Dean Sheldon and Professor Gilbert becoming the hold-over members and Dean Allen and Professor Barnett retiring.

The minutes of the meeting of April 14 and of the June meeting were read and approved with the statement that there was also another meeting that had been held during the summer.

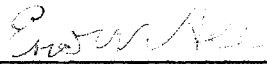
It is noted in the minutes that the Council decided to call up for discussion at the next meeting the matter of the voting privilege of associate professors.

The next meeting was set for Monday, November 22 to take up the building program for the year 1921 and 1922.

The Council indulged in a general discussion of various methods and projects for standardizing the amount of work to be expected of faculty members. Every method that was proposed was received with great skepticism as to its value by all members of the council except the proposer.

The question of academic freedom was discussed with the usual result.

The meeting adjourned.

  
Secretary

MEETING OF MONDAY, NOVEMBER 22, 1920.

The Advisory Council met at eight o'clock in the President's office.

Present: Deans Sheldon, Allen and Bovard;  
Professors Gilbert and Barnett.

Dean Young, Prof. Warner, Miss Perkins and Mr. Douglass were in attendance to present the needs of the library for a new building, and professors Packard and Wheeler and DeCou to present the needs of the science departments.

The meeting opened with a comprehensive statement by President Campbell of the funds that would be available for building purposes in the five year period of 1920-1925. President Campbell estimated the amount as \$800,000 or \$900,000 for the five years, allowing about a building a year at a cost of \$150,000 to \$200,000. The President also mentioned a possibility that property valuations of the state might increase sufficiently to run up the total by \$50,000, \$100,000 or even \$200,000 to a possible maximum of \$1,100,000.

The President recited the needs of the University, first, for class rooms and laboratories, second, for a library, and, third, for an auditorium building which might possibly include accommodations for the fine arts departments, or some of them.

The President stated that there was little or no prospect of the erection of more dormitories within the five year period.

*B.P.* The needs of the science departments were set forth by Prof. E. L. Packard, who proposed a series of unit buildings of factory construction to occupy land westward of the present buildings. Prof. Packard's presentation was reinforced by strong statements from Prof. DeCou and Prof. Wheeler. It was stated that the needs of the following departments were the most urgent: Chemistry, Psychology and Zoology.

*B.P.* Mr. M. H. Douglass made a detailed presentation of the present hampered condition of the library, and described the serious crisis that must be faced immediately. Dean F.G. Young spoke on behalf of the Social Science Club, reinforcing Mr. Douglass' arguments. Prof. DeCou also spoke again.

*B.P.* It was decided to take up the question of a building program at a December meeting, which should be composed of the members of the present (retiring) council.

E. W. ALLEN, Secretary.

## FACULTY ACTION AFFECTING COUNCIL

December 2, 1920.

At the faculty meeting held on this date, the Advisory Council reported that Dean Sheldon and Prof. Gilbert had been chosen by lot to hold over into the new council. The faculty thereupon proceeded to nominate and elect new members for 1921, with the result that Deans Hale and Robbins and Profs. Barnett and Howe were elected.

E. W. ALLEN,

Secretary.

MEETING OF WEDNESDAY, DECEMBER 8, 1920

Present: The President, Deans Sheldon and Allen, Professors Barnett and Gilbert.

The meeting took up a further discussion of building needs, speaking particularly of what could be done for the library in case the next principal building were assigned to the science departments and what could be done for the science departments in case the next principal building were assigned to the library. At the close of the discussion the President announced his intention of appointing a committee consisting of Professors Gilbert and Packard, Mr. Onthank and possibly others to gather into intelligible form data in regard to the space needs of the departments for the next few years, and into the matter of the utilization of the vacated quarters of any department that might move.

The discussion also touched upon the possibility of affording partial relief to some of the most heavily overburdened departments by making minor changes in the group system rule and in other rules governing service courses.

This meeting ended the term of the 1920 council, and Dean Bovard ~~would join with~~ the undersigned in congratulating the new members and wishing them a Happy New Year.

E. W. ALLEN,

Secretary.