To President Campbell and the Faculty of the University of Oregon:

The Advisory Council is a faculty committee whose affirmed function is to confer with and offer recommendations to the President regarding matters of general University policies. It is therefore concerned with many problems such as: the relationship of the University to the people of the state; legislative matters affecting the University; general University budgetary matters; the maintenance of the high scholastic standing of the staff and major educational problems concerning the student body. The Advisory Council is not thus primarily concerned with intercollegiate or departmental affairs, budgets, policies, or personnel, only so far as they might jeopardize the highest interests of the University as a whole.

The committee meets normally on the third Thursday evening of each month. Its minute book is open to inspection at any time and may be obtained by application to the Registrar in whose vaults it is kept.

Matters discussed by the Council are usually presented by the chairman or may be brought up informally by any member of the group. Only rarely does the Faculty as a group or as individual members bring matters to the attention of this committee and the President by the simple procedure of addressing a communication to the chairman or the secretary of the Advisory Council. If this latter function were more fully recognized, the committee undoubtedly could more intelligently interpret the Faculty's attitude on matters of general University interest.

Due to the protracted illness of our President during the past year the meetings previous to the appointment of the Administrative Committee were irregularly held. The past year's activities of the Council are therefore less typical of the normal functions than are those of other years. Therefore it may be permissible to include some of the more important recommendations made by the Council during the biennium.

The probably action of the legislature as affecting the University has been a favorite and perhaps unprofitable topic for discussion that arises biennially. However, suggestions as to ways and means of guarding the interests of the institution and the formulation of the policy of the University in the particular regard have undoubtedly at times been of assistance to the Administration in meeting the situations. Such matters, though of vital interest at the time, are of little importance after the crisis has been successfully passed.
An annual problem of the Advisory Council is that of the University budget. The need for a standard method of accounting has long been felt by institutions like ours that desire to compare costs with similar Universities. A report by President Campbell shortly before his illness indicated that in the near future comparative costs would be available, since several of the Northwestern institutions had adopted a standardized method.

Entrance and other types of fees have frequently come up for discussion whenever the budget has been considered. The general recommendation has been to keep the student fees as low as is possible and not to consider them as a primary source of revenue. A recommendation recently made was that the Summer School Session fee be increased $2.50, the amount thus obtained to be mainly used to attract to the campus instructors of special recognized ability.

The building program, as a part of the budget, has been discussed by the Council, and at the last meeting attended by President Campbell, it was recommended that a wing of the Science Building be built and that the main floor was to be converted into a reading room for the library.

Each year the Council has recommended the setting aside of a substantial sum of money for the furtherance of research among the University staff, and recently $5000 was recommended to be set aside if possible to be used for research books pertaining to definite research problems.

Respectfully submitted.

E. M. Richard
Secretary
Advisory Council Meeting

Jan. 15, 1925.

The Advisory Council held its regular meeting in the President's office on January 15th, 1925, at 7:30 P.M.

Members present: Deans Allen, Hale and Robbins; Professors Barnett, Gilbert and Packard.

The minutes of the preceding meeting were read and approved. Mr. Packard was elected secretary for the ensuing year.

It was announced that it would be impossible to advance the summer School fee this year because such a procedure would require the action of the Board of Regents. It was, however, the consensus of the Advisory Council that the matter should be presented to the Board of Regents in time to become effective for the 1926 summer session.

The granting of higher honorary degrees was briefly discussed and the members of the Council agreed that such degrees should not be granted save under the most extraordinary circumstances.

The major part of the evening was devoted to a general discussion of legislative matters. Mr. Onthank reported on the various bills that were impending which would in any way affect the University. Senate Bill No. 42 was discussed at some length and the attitude which the University was to take was finally left to Mr. Onthank, after a conference with the Oregon Agricultural College and a sub-committee of the council consisting of Dean Hale and Drs. Gilbert and Barnett.

Dean Sheldon explained the proposed legislation pertaining to the organization of Normal Schools or Normal School courses within the state.

Adjournment.

[Signature]

Secretary
Advisory Council Meeting
March 4, 1925.

The Advisory Council held its regular meeting in the President's office on March 4th, 1925, at 8 P.M., Dean Sheldon presiding.

Members present: Deans Hale and Robbins, Professors Barnett, Gilbert and Packard.

The minutes of the preceding meeting were read and approved.

Consideration of 1925 Budget

The meeting was devoted largely to a consideration of the Budget Estimate for 1925 as prepared by the President's Office.

The following items show the financial situation facing the university:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total resources</td>
<td>$1,023,737.74</td>
</tr>
<tr>
<td>Estimated disbursements</td>
<td>1,042,140.15</td>
</tr>
<tr>
<td>Deficit</td>
<td>18,402.41</td>
</tr>
</tbody>
</table>

To this is added; for:

- Salary increases and additions to instructional staff: $6,250.00
- Total: $24,552.41

Other items will bring this deficit up to nearly $30,000. This deficit arises from the following unusual charges on the college:

- Street paving: $21,000
- Land for Student Union 1925: $18,500
- Music Building installment 1925: $24,000
- Music Building installment 1926: $24,000

The Advisory Council considered the budget item by item in an attempt to effect a saving sufficiently large to cover the apparent deficit. From the evidence at hand it appeared impossible to suggest reductions of estimates without seriously impairing the general efficiency of the University.
The increase of registration fees, both resident and non-resident, was considered as an additional source of income. There was little objection on the part of the members present to an increase of the non-resident fee yet it seemed inadvisable because it probably would yield but little, due to its easy evasion.

The possibility of deferring payment to the City of Eugene on proposed pavements was also shown to be inadvisable if not illegal. Dean Hale expressed the opinion that since less than 50% of the resources of the University went for instruction, it would seem that reductions might be made, but that the savings could probably be determined only by an efficiency survey conducted by an expert.

The Council agreed unanimously with Dean Allen that in view of the growing rate of the student body, at least 5% should be added to the fund for instruction.

Adjournment.

[Signature]
Secretary
Advisory Council Meeting
May 28, 1925.

The Advisory Council met at the call of the chairman, in the President’s office on May 28, at 6:45 P.M.

Members present: Deans Allen, Hale and Robbins; Professors Barnett, Gilbert and Packard.

The minutes of the preceding meeting were read and approved.

The chairman presented a letter, which is included below, from Mr. J. A. Churchill, a member of the Board of Regents, asking for recommendations for the office of Dean of Men.

The unusual nature of the request was discussed from its various aspects, particularly from the standpoint of jurisdiction of the Advisory Council over such matters. The Council was fully aware that its membership had not been elected with such specific functions in mind, and also in making the requested recommendations, that it in no way should be construed to represent the faculty vote, only so far as the individuals were representative members of the faculty.

It was finally moved and carried that Mr. Churchill’s letter be answered in accordance with the consensus of opinion of the group. After a lengthy consideration of two well known candidates, a vote by ballot was taken, with two votes for Dean Walker and four votes for Mr. Chas. N. Reynolds. Dr. Gilbert did not vote because of his relationship with one of the persons.

Dean Hale called attention to the difficulty of obtaining an instructor in law without paying a salary above the maximum allowed for the rank which he desired the person should receive.

Dean Sheldon called attention to the number of small classes in the University. Dr. Gilbert moved that the attention of the Deans be called to the matter.

Adjourned.

E. L. Packard
Secretary
Copy of Letter Relative to Selection of Dean of Men

DEPARTMENT OF EDUCATION
Salem

May 9, 1925.

Dean H. D. Sheldon,
University of Oregon,
Eugene, Oregon.

My dear Mr. Sheldon:

After returning from the meeting of the Board of Regents at Eugene, I talked with Mr. Kozer in his office and with Mr. Vawter by long distance, making the suggestion that we ought to act on the offer of the Advisory Council of the University of Oregon faculty, and to get their recommendation with regard to the selection of a Dean of Men for the university. Mr. Vawter, as well as Mr. Kozer, approved, and I therefore wrote to Dr. Gilbert requesting the Council to cooperate with our committee by giving us such advice as they thought should be given to our committee. Dr. Gilbert seems willing to act, provided you will take up the question with the Council through the Administrative Committee. Will you kindly do this at your earliest convenience?

While Mr. Vawter is the chairman of the committee, he said to me by telephone that he had already asked you to take up this matter with the Advisory Council, and I feel, therefore, that I am acting in a manner consistent with his wishes in writing as I did to Dr. Gilbert and now in writing to you. I have served on this committee for the past two meetings of the Board of Regents, and am interested in seeing the matter settled. For myself, I am quite ready to report back to the board whatever action the Council believes we should take in the matter.

Very truly yours,

J. A. Churchill
Supt. Public Instruction.

JAC:3
MINUTES OF THE MEETING OF THE ADVISORY COUNCIL

June 26, 1925,

IN THE OFFICE OF THE PRESIDENT

Present: Deans Sheldon and Hale,
Professors Barnett and Gilbert.

Dean Sheldon reported that Senator Fisk had requested him to ask the Advisory Council to suggest the names of suitable men to investigate as possible candidates for the presidency of the University for consideration by the committee of the Regents appointed to make recommendations for this office whenever it may become necessary to do so.

Members of the Council suggested a considerable number of names, the list being reduced in the end to the following men, each of whom is known to at least one member of the Council, and is believed to be fitted for the post, if available.

Wesley C. Mitchell, New School for Social Research
Charles E. Merriam, University of Chicago
Alfred H. Upsham, University of Idaho
Charles E. Chadsey, University of Illinois
John P. Buwalda, University of California
Edward Samuel Evenden, Columbia University
R. Justin Miller, University of Minnesota

Dean Robbins, who was unable to be present, but who had been told of the meeting, suggested the following two men, in writing:

Ralph E. Heilman, Northwestern University
George W. Downie, University of Minnesota

Dean Allen and Dr. Packard were unable to be present, but the acting secretary was instructed to ask for suggestions from them and to transmit their suggestions to Mr. Fisk, along with any additional names that may be presented by other members of the Council.

Adjournment.

[Signature]
Karl Onthank
Temporary Secretary for this meeting.
Advisory Council Meeting
July 15, 1925.

Members present: Deans Sheldon, Hale and Robbins, Professors Barnett and Gilbert.

Members absent: Dean Allen and Professor Packard.

There was extensive discussion of the various individuals whose names had been proposed previously by members of the Council or had been suggested to the Regents committee for consideration by the Board of Regents in the event of its becoming necessary to elect a new President of the University. The complete correspondence with various college presidents and others who had been asked to suggest candidates, and with possible candidates themselves, had been placed in the hands of the Council by Mrs. Gerlinger of the Regents committee. This correspondence had been read previous to the meeting by the members of the Council present. After this discussion, it was agreed to recommend for consideration such names from the two sources mentioned above as could be agreed upon by a majority of the members of the Council present.

It was moved by Dr. Gilbert and seconded by Dr. Barnett, that, in communicating the recommendations arrived at to the Board committee, it be said that the Council noted with regret the statements contained in letters from Dr. Hildebrand and President W. W. Campbell, indicating that the former is definitely unwilling to be considered.

On motion by Dr. Barnett, duly seconded, it was moved that President A. Monroe Stowe, of the University of Toledo, and Dr. George F. Zook, of the U. S. Bureau of Education, be selected from the list of names contained in the Regents correspondence for recommendation for further consideration, and that attention be called to the fact that President A. E. Upham, of the University of Idaho, who was previously recommended for consideration by the advisory Council, is among those recommended by President Lindley of the University of Kansas, and that he also be recommended for further consideration.

On motion of Dean Hale, seconded by Dr. Barnett, motion was carried that Dean O. C. Carmichael of Alabama College, The State College for Women, be considered further, with the qualification that attention be called to the fact that since he is a southerner, it becomes necessary to consider especially his fitness for a position in the Pacific Northwest.

Upon motion from Dr. Barnett, duly seconded, the
names of Edward Samuel Evenden, Ralph E. Heilman, Charles E. Merriam, and R. Justin Miller were recommended from the list previously submitted by the Advisory Council for further consideration of the Regents Committee.

It was agreed to present the names of the above prospects to the Board Committee in alphabetical order as follows:

O. C. Carmichael
Edward Samuel Evenden
Ralph E. Heilman
Charles E. Merriam
R. Justin Miller
A. Monroe Stowe
C. H. Upham
George F. Zook

Adjournment.
Advisory Council Meeting
August 19, 1925.

The Advisory Council met at the call of Dean Sheldon in the President's office, at 9 a.m., August 19th.

All members of the Council were present.

The chairman reviewed the efforts of the Advisory Council in obtaining the names of, and the information about, various persons already being informally discussed for the presidency by members of the Board or those already suggested by members of the Council at previous meetings. He voiced the sentiment of the Council in emphasizing the nature of the task before the Council and the Board of Regents, and the importance of an extensive investigation of as wide a list of candidates as possible.

It was deemed advisable that the committee of the Board of Regents be informed by Dean Sheldon that the Advisory Council was prepared to collect data regarding the various suggested candidates.

It was moved by Dean Hale and duly seconded and carried that Dr. Gilbert be temporary secretary during the secretary's absence, and that his office be the clearing house for correspondence relative to the qualifications of the various candidates for the presidency.

It was moved by Dean Hale and seconded by Dr. Gilbert that it is the sense of the Advisory Council that in the selection of a president the efforts should be in the direction toward securing additional information concerning the candidates, both by correspondence and through a scouting committee representing the Faculty and the Board of Regents, and that an especial attempt by both methods be made to secure information regarding any additional candidates.

The Council discussed various candidates whose names had already been suggested at previous meetings. Three others were considered, having been suggested by Dean Allen and Dean Robbins:

Dr. Karl Young
Dr. Max Mason
President Crane of University of Wyoming

Adjournment.

[Signature: S. C. Packard]
Secretary
Minutes of Joint Meeting of Advisory Council and Regents' Committee, Portland, August 21st, 1925.

At the request of the Regents' Committee, the Advisory Council, represented by Dean Sheldon, Dean Hale, and Professor Gilbert, met with them to confer with regard to the choice of a president. The qualifications of certain candidates, notably Dr. Hildebrandt and Colonel Day were discussed at length. Dr. Upham of Idaho was also considered, and the Advisory Council asked to obtain further information about his work at Moscow. Regent Colt also agreed to make a trip to Idaho in the near future to investigate the record of Dr. Upham, especially with reference to his ability to handle a difficult political situation.

It was the sense of the meeting that action should not be taken until the field is thoroughly canvassed for all suitable candidates. Representatives of the Advisory Council suggested the following names for further investigation:

Dr. Charles E. Merriam of Chicago
President Crane of Wyoming
Dr. Karl Young, head of English Department, Yale University.

The Board's Committee definitely endorsed the proposal of the Advisory Council in offering their assistance in carrying on correspondence regarding candidates already in the field or in finding out any new men for the place. This correspondence, it was agreed, should be carried on under the supervision of the acting secretary of the Council.

Dean Hale urged the desirability of sending a scouting committee East to investigate the records of some candidates and also to find out new material. It was argued by the Regents' committee that definite authorization of such a scouting expedition must be obtained from the Board before any action was taken. It was agreed that the ideal program would be to find out a large list of names and investigate by correspondence; then, on the basis of documentation, narrow the list to a dozen or so to be inspected by a scouting committee. A smaller number, selected from a dozen or so, would be invited to Oregon to address students, meet the faculty, and appear before alumni groups in Portland.

After a two-hour session the joint committee adjourned.

JAMES H. GILBERT
Acting Secretary
The Advisory Council met at the call of Dean Sheldon, in the President's office at 7:30 p.m., September 23, 1925.

All members present.

The minutes of the preceding meetings were read and approved.

Dean Sheldon announced for discussion the general topic of procedure for the election of a president of the University.

After a long discussion it was moved by Dr. Gilbert, seconded by Dr. Barnett and duly carried that a special communication, to be drawn up by a special committee consisting of the Secretary, Dean Hale and Dr. Gilbert, and sent to the committee of the Board of Regents charged with the selection of a president for the University.

Dean Sheldon expressed the sentiment of the Council in emphasizing the undesirability of premature publication of information concerning candidates or possible candidates for the presidency. It was finally moved by Dr. Gilbert, seconded by Dr. Barnett and duly carried that all publicity should come through the committee of the Board of Regents.

It was moved by Dean Hale, seconded by Dr. Barnett and duly carried that copies of all letters pertaining to the candidacy for president be copied, with an indication of their confidential nature, and that all but one copy, reserved for the files of the Council, be sent to Mrs. Gerlinger, Chairman of the Committee of the Board of Regents.

Adjournment.

[Signature]
Secretary
COPY OF RESOLUTION TO THE BOARD OF REGENTS
FROM THE ADVISORY COUNCIL
September 23, 1925.

The committee recommends that the Advisory Council
should proceed on the assumption:

(1) That there is no occasion for undue haste in the
selection of a president for the University, but rather many
reasons why ample time should be taken for arriving at a
decision that may affect the educational policy of the Uni-
versity for an indefinite period.

(2) That at present the investigations of possible can-
didates have not proceeded so far that a definite selection
of a president is now advisable.

(3) In preparing the way for an intelligent selection,
the ideal program would be, first to enlarge the list and
investigate by correspondence suggested candidates, and
second, to further investigate such lists and add thereto by
means of a scouting committee. Such a committee could secure
and make as complete a list of names and investigate by cor-
respondence, and then on the basis of documentation and
findings, narrow the list to perhaps a dozen through personal
conferences. Upon the committee's recommendation a few would
be invited to Oregon to address students, meet the faculty,
and appear before alumni groups in Portland.

(4) And finally the Advisory Council believes that it
could be of material assistance to the committee of the Board
of Regents in arriving at a final decision by serving as a
channel through which faculty opinion of candidates visiting
the University can be readily obtained and through which
assurances of faculty cooperation could be pledged to the new
incumbent.

It might here be stated by way of amplification
that a scouting party, as suggested above, is highly desirable
for the following reasons:

(1) The committee would undoubtedly be invited to inspect
an accumulation of material already collected by other com-
mittees recently occupied with the task of selecting presi-
dents for several of the mid-west and eastern institutions,
thereby adding to the list of possible candidates, as well
as revealing further information regarding candidates already
listed.

(2) Such a committee, meeting a candidate and his col-
leagues in his own environment, would be able to more complete-
ly and faithfully evaluate his personality and the estimates
formed by his colleagues than is possible through the medium of correspondence and short visits to the Oregon campus.

(3) Such a scouting committee would have ample time to investigate and observe the candidate at his daily tasks in his accustomed environment and would consequently be in a position to pass judgment on him as an executive.

(4) The most desirable candidates might be too busy to visit Oregon and consequently an inferior man might be selected if the choice were limited to those who visited the campus at Eugene.

(5) The committee, by personal presentation of the educational opportunities in Oregon, might more easily enlist the interest of men who, on the basis of limited knowledge obtained through correspondence, might decline to be considered.

(6) The Advisory Council believes that in the long run it might prove more economical to send a committee East for investigation than to pay the expenses of any considerable number of candidates visiting Eugene.

Chairman of Committee
October 3, 1925.

Mrs. George T. Gerlinger,
Chairman of the Regents' Committee
for the Selection of a President,
1064 Thurman Street,
Portland, Oregon.

My dear Mrs. Gerlinger:

At the September 25th meeting of the Advisory Council, a committee was appointed, consisting of Dean Hale, Dr. Gilbert, and the Secretary, and instructed to draw up a set of resolutions and submit them to your committee.

I am, therefore, enclosing a copy of these resolutions for your committee's consideration.

Very respectfully,

E. L. Packard
Secretary of the Advisory Council.
ADVISORY COUNCIL

October 28, 1926.

A meeting of the Advisory Council was called at 7:30 p.m., in the President's office, by Dean Sheldon.

Members present: Deans Allen and Hale, Professors Barnett, Gilbert, and Packard.

Dean Sheldon announced Judge Hamilton's invitation for the Advisory Council to attend the Board of Regents' meeting, to be held in Portland, Saturday, October 31, 1925. It was moved, seconded, and duly carried that the Council accept the invitation to attend that meeting in order to discuss the problems concerning the selection of a president.

It was also moved and carried that a committee of three, consisting of Deans Hale and Robbins and Professor Gilbert, officially represent the Advisory Council at the Regents' meeting.

A discussion of the several candidates for president followed, and it was clearly evident that it is difficult to evaluate such a candidate as Colonel Day, for instance, without having other candidates for comparison. It was generally agreed that Colonel Day's candidacy was not acceptable to the members of the Advisory Council, nor in their opinion had he made a favorable impression upon other members of the faculty.

It was deemed highly important desirable that every effort be made to postpone the final selection of a president until more information concerning other candidates could be procured.

Adjournment.

[Signature]

Secretary.
ADVISORY COUNCIL

November 2, 1925.

A meeting of the Advisory Council was called at 8:30 p.m., in the President's Office, by Dean Sheldon.

All members present.

Dean Hale reported the action of the Board of Regents' meeting of October 31, pertaining to the selection of a president. Dean Hale reported that the Board of Regents voted against Colonel Day for president, and since the Press had already quite fully reported the action of the Board, Dean Hale confined his remarks to general impressions he had gained through conversations with members of the Committee.

By a unanimous vote, the members of the Advisory Council agreed to resign and to ask the faculty to elect a new Advisory Council to take office at once and to hold office until January 1, 1927. The reasons for this action are included in the following letter of resignation addressed to the faculty:

"Since the present Council was chosen in December, 1924, the trend of events has somewhat enlarged the scope of its jurisdiction; and, on the invitation of the Regents, the Council has assumed to act in some capacities not contemplated by the Faculty when the election took place. Chief among these new departures has been the cooperation of the Council with the Regents' Committee charged with the responsibility of selecting a President. Moreover, when the administrative head of the University is finally chosen, the duties of the Council may conceivably be extended in other directions by a disposition of the new executive to consult on matters not hitherto brought to the attention of an advisory body. We believe it altogether appropriate, therefore, that the term of the present Council should cease and that a new Council should be chosen in the light of the new responsibilities assumed.

"In the second place, the recent change affecting the Regents' Committee promises that cooperation between the Board and the Faculty Committee will assume a more active and positive form, and will be continuous until the choice of a President is consummated. It is desirable that negotiations, just now entering upon a new stage, shall go on uninterrupted by any change in the membership of the Council that might result from the December election. The inexpediency of swapping horses in mid-stream will be apparent to all. The Advisory Council therefore recommend that their successors chosen at the present time be allowed to remain in office until January 1, 1927, when four members will retire as usual."
"In view of these facts, the present Council is tendering its collective resignation, in order that the way may be cleared for the election of a Council which will be chosen with a full understanding of its new duties and responsibilities, and with the definite mandate to serve during the remainder of the unexpired term and throughout the period for which election would have been made at the December meeting.

"All of which is respectfully submitted.

Signed:

Deans (Eric W. Allen
William G. Hale
E. C. Robbins

Professors (James D. Barnett
James H. Gilbert
E. L. Packard.

Adjournment.

[Signature]

Secretary.

Faculty Action Affecting the Advisory Council

From Faculty minutes, Wednesday, November 4, 1926:

"It was moved that the resignation of the six members of the Advisory Council be accepted and that their successors, when elected, shall hold office for the remainder of the present term plus all of the next term of office; that is, until January, 1927. This motion was seconded, put to vote and carried. The Faculty then proceeded with the election of the Advisory Council, with the result that Deans Allen, Hale, and Rebe, and Professors Barnett, Gilbert, and Packard were elected."
Advisory Council Meeting

November 12, 1925

A meeting of the Advisory Council was called at 7:30 p.m., in the President's office, by Dean Sheldon.

All members present.

The purpose of the meeting was to further discuss the qualifications of the various candidates for the presidency. New information regarding various candidates was carefully considered and an attempt to agree upon a small preferred list to recommend to the Committee of the Board of Regents, in case it should be asked for, indicated that the data on several candidates was still insufficient for a final decision. It was generally agreed that the Council could recommend Doctors Upham and Cowling, and that Doctors Crane, Evenden, Bawalsi, and Leonard should be further investigated as promising candidates.

Adjournment.

Edward 22

Secretary
Advisory Council Meeting

December 9, 1925

A meeting of the Advisory Council was called at 7:30 p.m., in the President's Office by Dean Sheldon.

Members present: Deans Allen and Rebec, Professors Barnett, Gilbert, and Packard.

The minutes of the October 28th and November 2nd meetings were read and approved.

Upon motion of Dr. Gilbert, Mr. Packard was elected secretary until January 1, 1927.

Dean Sheldon read a confidential communication from two members of the Board of Regents' Committee on the selection of a President.

An informal discussion followed and it was agreed that the Council would gladly meet with the Committee at any appointed time to discuss the matters therein presented.

The various candidates for President were discussed and arrangements made for obtaining additional information regarding certain candidates.

Adjournment.

[Signature: Ed Packard]

Secretary.