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Minutes of the regular meeting of the Board of Regents of the University of Wisconsin: December 6, 1941. 1941

Madison, Wisconsin: Board of Regents of the University of
Wisconsin System, 1941

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REGULAR MEETING OF THE BOARD OF REGENTS

Madison, Wisconsin

Saturday, December 6, 1941, 9 A.M.

President Glover presiding

PRESENT: Regents Ekern, Glover, Hodgkins, Holmes, Kleczka, Sensenbrenner, Vergeront, Werner.

ABSENT: Regents Callahan, Cleary.

file
Communications were received from Regents Callahan and Cleary regretting their inability to be present at the meeting.

Upon motion of Regent Kleczka, seconded by Regent Werner, it was VOTED, That the minutes of the last meeting of the Board held on October 25, 1941, be approved as sent out to the Regents.

RECOMMENDATIONS OF THE PRESIDENT

- Administration and General -

1. That the following actions by the Faculty be approved;
 - (1) Changes in requirements in the College of Agriculture. EXHIBIT A, attached.
 - (2) Revision of the paragraph on the point-credit ratio (Catalog 1940-42, p. 49, par. 12 - Quality of Work) and the addition of a paragraph to apply to students taking the fourth year in the Law School. EXHIBIT B, attached.
 - (3) Approval of the recommendation of the Faculty of the Law School that the following modifications in the grading rules be applied to all students entering the Law School at the beginning of the 1941 summer session and thereafter:

A student must have -

On completing 16 credits, a weighted average of 70	
" " 24 " " " " 71	
" " 32 " " " " 72	
" " 40 " " " " 73	
" " 48 " " " " 74.	

As heretofore, students will not be excluded in the winter between semesters, or in June between the end of the semester and summer school if they elect to go to summer school.

Adopted.

2. That the Comptroller be authorized to sign a memorandum of agreement with Stephen L. Ely of Madison, Wisconsin, for the publication by the University of Wisconsin press of a scholarly document, of which Mr. Ely is the author and proprietor, entitled "The Religious Availability of White-head's God."

Action deferred until the next meeting of the Board.

Agreement in contract file No 98
3. That upon the recommendation of Mr. F. X. Ritger, Director of the State Bureau of Purchases, the contract for furnishing diplomas for a three-year period beginning February 16, 1942, be awarded to the B. C. Fassell Company, Chicago, at a price of 51¢, and in lots of less than 25, complete with name, date, and degree 66¢ each, and that the Comptroller be authorized to sign the contract.

Adopted.

4. That the following action of the Faculty be approved:

That the minimum number of credits in Commerce and Economics subjects to be allowed Commerce students be raised from 41 to 44 and the maximum number of credits be raised from 61 to 64.

Adopted.

Upon motion of Regent Fleccka, seconded by Regent Vergeront, recommendations 1, 3 and 4 under Administration and General were adopted and recommendation No. 2 was laid over to the next meeting of the Board.

- Gifts and Grants -

agreed letter filed with papers
1. That the following gifts and grants be approved;

(1) \$ 750.00 - DuPont Company for the renewal of fellowship in chemistry, 1942-43.

copy of letter filed with papers

Agreement in Gift File

(2) \$ 3,200.00 - National Livestock and Meat Board, in cooperation with National Research Council, for the continuation of an industrial fellowship in biochemistry, from September 1, 1941 to August 31, 1942, under the supervision of C. A. Elvehjem, and that the Comptroller be authorized to sign the agreement.

copy letter filed with papers

Agreement in Gift File

(3) 160.00 - S. C. Johnson & Son, Inc., Racine, for an industrial fellowship in dairy husbandry, from December 1, 1941 to March 1, 1942, under the supervision of I. W. Rupel, and that the Comptroller be authorized to sign the agreement.

copy of letter from Christensen filed with papers

Agreement in Gift File

(4) 5,000.00 - Wisconsin Alumni Research Foundation, for the establishment of an industrial fellowship in biochemistry, from November 1, 1941 to June 30, 1942, under the supervision of Karl P. Link, and that the Comptroller be authorized to sign the Agreement.

copies of 2 letters filed with papers

(5) 35,000.00 - Wisconsin Alumni Research Foundation, for the WARF assistantship and apprenticeship program, 1942-43.

copy of letter from Ted filed with papers

(6) 3,232.00 - Wisconsin Alumni Research Foundation, for research in lake investigation (Lakes and Streams), for 1941-42.

letter (C) from Ted with papers

(7) 500.00 - Consolidated Water Power and Paper Company, Wisconsin Rapids, for archaeological survey in the area to be flooded in connection with the dam on the Wisconsin River, near Knowlton, under the supervision of Scudder Mekeel. *for budget see P.A. 12 with their minutes.*

letter in

(8) 5,000.00 - for the Pro Arte fund:

Contract File No. 136

- \$1,000.00 - A. J. Horlick, Racine
- \$1,000.00 - George I. Haight, Chicago
- \$1,000.00 - An Anonymous Donor
- \$1,000.00 - Thomas E. Brittingham, Jr.
- \$1,000.00 - Joseph E. Davies, Washington, D. C.

Copy of

letter with papers from and to Spina

(9) 100.00 - Gertrude E. Slaughter, Madison, establishment of Gertrude E. Slaughter fund in School of Music. *don*

letter with papers

(10) 2,000.00 - Mrs. George E. Frazer, Winnetka, Illinois, additional contribution to Frazer Scholarship fund. *don*

letter with papers, also in 1941 file

(11) 1,500.00 - (Estimated value) Library of the late George B. Wild of Milwaukee and Hale's Corners, Wisconsin, bequeathed by Mr. Wild to the University in Memory of his brother, Robert Wild, a former Regent. *don*

Letter from Mrs. H. Baubler in file
(12) \$ 500.00 - Orchesis, dance club in the Department of Physical Education for Women, establishment of a trust fund for the furthering of the interests of dance at Wisconsin, the interest from the fund to be awarded, when deemed necessary, to a deserving major in the dance upon recommendation of the Director of the Department of Physical Education for Women and the members of the dance staff, the principal to be drawn upon, in an emergency, upon the recommendation of this committee.

Letter in file
(13) 1,000.00 - M. E. Manchester, Madison, for study of the "Sister Kenny Method" of treating Anterior Poliomyelitis by the Medical School. *Infantile Paralysis done*

Walter Alexander B. A. Kerkhofers Letter in file
(14) 50.00 - Anonymous, from two friends of the School of Commerce, for a scholarship for the academic year 1941-42 to the senior Commerce student most proficient in scholarship and athletics. *done*

Upon motion of Regent Sensenbrenner, seconded by Regent Vergeront, recommendation No. 1, (1) to (14), under Gifts and Grants was adopted.

- Military Science -

1. That the resignation of Lieutenant Colonel Carl E. Driggers, associate professor of military science, be accepted; to take effect November 15, 1941.

Adopted.

- Letters and Science -

1. That Raymond G. Herb, associate professor of physics, be granted leave of absence for the academic year 1941-42, without pay.

Adopted.

2. That John M. Gaus, professor of political science, be granted one-fifth leave for the second semester of 1941-42; that his salary for the semester be reduced from \$3,000 to \$2,400; and that he be granted leave of absence, without pay, for the academic year 1942-43.

Adopted.

- Agriculture -

1. That the resignation of Sherman Johnson, professor of agricultural economics, be accepted; to take effect at the beginning of the academic year 1941-42.

Adopted.

2. That George S. Wehrwein, professor of agricultural economics, receive \$375 for the second period of summer service, 1941, charge to vice Johnson, resigned, p. 67, fund 1E(I).
Adopted.

3. That a three day course for greenskeepers be held at the College of Agriculture in March, 1942; that a fee of \$5.00 per person be charged for the course; and that the following budget be approved (the expenditures not to exceed the receipts):

55 registrants @ \$5.00	\$275.00
Lectures & Convocations (4 speakers)	\$200.00
Labor (preparation of materials)	25.00
Postage and Supplies	50.00
	<u>\$275.00</u>

Adopted.

Agr. bud -

Agr. course -

- Medicine -

1. That the resignation of Robin C. Buerki, superintendent of Wisconsin general and Wisconsin orthopedic hospitals, be accepted; to take effect September 1, 1941.
Adopted.

- Extension -

1. That E. B. Schlatter, professor of romance languages, be granted leave of absence for two to three months, beginning November 1, 1941, with pay.
Adopted.

- Degrees -

1. That in accordance with the certification of the Registrar degrees be granted as shown in EXHIBIT C, on file.
Adopted.

Upon motion of Regent Kleczka, seconded by Regent Hodgkins, recommendation No. 1 under Military Science, recommendations No. 1 and 2 under Letters and Science, recommendations 1 to 3 under Agriculture, recommendation No. 1 under Medicine, recommendation No. 1 under Extension and recommendation No. 1 under Degrees were adopted.

Upon motion of Regent Holmes, seconded by Regent Sensenbrenner, it was

VOTED, That the actions taken by the President since the October 25, 1941, meeting of the Board, which were sent out to the Regents, and the additional actions taken by the President presented today be approved and made a part of the records of this meeting.

Finance report filed
The matter of increasing salaries of employees in the classified service receiving less than \$125 per month was considered by the Finance Committee of the Regents on December 5. Regent Werner presented a report of the Finance Committee stating that to provide for such increases in the Hospital it would be necessary to do further checking with the administration of the Hospital and to obtain action by the Emergency Board authorizing an increase in the per diem rate for county and state patients in the Hospital. Upon motion of Regent Werner, seconded by Regent Vergeront, it was

VOTED, That the Executive Committee be directed to give further study to the salary situation, including the problem of financing any increases in the Hospital and the effect thereof on the Hospital per diem, and that they further be authorized to take such action as they feel advisable and report that action at the next meeting of the Board.

letter + explanation file
Upon recommendation of President Dykstra, and upon motion of Regent Sensenbrenner, seconded by Regent Kleczka, it was

VOTED, That the tentative allotment of \$2000 from the U. S. Public Health Service providing scholarships for ten students for preparation in public health nursing be accepted.

discussion file
President Dykstra reported that sixteen courses in home economics have been approved as acceptable to the College of Letters and Science and that two other courses are still under discussion.

Regent Hodgkins, who made the motion at a previous meeting asking for a report on this matter, expressed his appreciation of the efforts made by the Director of the Course in Home Economics and the Dean of the College of Letters and Science.

letter + explanation file
The President presented six names for Honorary Recognition in the College of Agriculture. Upon motion of Regent Werner, seconded by Regent Vergeront, it was

VOTED, That the list be approved and that the names be kept confidential until February 3, 1942. *Yes - Agis*

President Dykstra read a communication from Dean Christensen with the recommendation of the agricultural faculty that the new short course dormitory, if and when constructed, be named "W. A. Henry Hall" in honor of the first dean of the College of Agriculture. Upon motion of Regent Sensenbrenner, seconded by Regent Kleczka, the recommendation was adopted.

The President presented a request from the Committee on Loans and Undergraduate Scholarships for the approval of the scholarship budget of the Wisconsin High School for the current school year, totalling \$2,400. Upon motion of Regent Kleczka, seconded by Regent Werner, the budget was approved. (Copy of budget on file.)

President Dykstra presented the request of Dean Middleton for an increase in the salaries of

Goldie Doris, Junior Clerk, from \$105 to \$125 per month, and
Victor Gorman, D.S.H. #1, from 75 to 85 per month.

Glover. This matter was referred to the Executive Committee by President

Med School

The following requests for appropriations from Regents Unassigned were presented by the President:

- unresponsive and file*
- (a) \$2,000.00 - To the Arboretum, Physical Plant budget, for continuation of biological work. (1-E)
 - (b) 275.00 - College of Agriculture, advance for Greenskeepers course to be held in March, 1942; receipts to be credited to Regents' Unassigned. (1-E)
 - (c) 250.00 - College of Agriculture, advance for Institute of Nutrition, to be held February 6 and 7, 1942, receipts to be credited to Regents' Unassigned. (1-E)
 - (d) 600.00 - Extension Division, for Postage Meter, Regents' Unassigned 1-D.

Upon motion of Regent Ekern, seconded by Regent Kleczka, approved.

agreement in straight file
Upon recommendation of President Dykstra, and upon motion of Regent Sensenbrenner, seconded by Regent Kleczka, it was

VOTED, That the Comptroller be authorized to sign a memorandum of agreement with Noel Gillespie of Madison, Wisconsin, for the publication of a book entitled "Endotracheal Anaesthesia" by the University of Wisconsin press.

Upon recommendation of the President, and upon motion of Regent Sensenbrenner, seconded by Regent Vergeront, it was

VOTED, That a two-day course on nutrition be held at the College of Agriculture, February 6 and 7, 1942; that a fee of \$1.00 per person be charged for the Institute; and that the following budget be approved (the expenditures not to exceed the receipts):

Lectures and Conventions	\$ 75.00
Office Supplies (for proceedings)	100.00
Printing (programs, etc.)	50.00
Postage	<u>25.00</u>

\$250.00.

Ag. courses

The President presented a letter from W. F. Faulkes, State Supervisor of Vocational Rehabilitation, requesting a number of rehabilitation scholarships. *on file*
President Glover referred this matter to the Executive Committee for consideration and report at the next meeting of the Board.

file The President presented a communication from the National Park Service regarding the University assuming custody of the buildings at the CCC Camp. Upon motion of Regent Werner, seconded by Regent Hodgkins, it was VOTED, That the Regents assume custody of this property on January 1, 1942.

President Dykstra made a verbal report of the large number of rescues made by the University Life Saving Service.

President Dykstra reported the following faculty appointments to the Regent-Faculty Conference Committee:

*A. Smith
letter on file*
E. Bennett, H. C. Bradley, R. A. Brown, ^{chairman,} Noble Clark, L. Durand, Sue Hadley, F. O. Holt, P. Knaplund, R. E. Langer, G. L. Larson, J. H. Mathews, W. B. Sarles and G. S. Wehrwein. M. H. Ingraham, Chairman of the University Committee, is ex officio a member.

The President reported upon the suggestions for principles submitted by the American Federation of Teachers. (Copy attached)

Budget on file
The President presented a communication from S. H. Goodnight, Dean of the Summer Session, together with a budget for the summer session of 1942, totaling \$143,000. Upon motion of Regent Kleczka, seconded by Regent Hodgkins, it was

VOTED, That the budget be approved as presented and that the President of the University and the Dean of the Summer Session be authorized to make any minor changes in the summer session fee.

President Dykstra presented some plans for an addition to the Genetics Building. Upon motion of Regent Werner, seconded by Regent Kleczka, this matter was referred to the Campus Development Committee to report at the next meeting of the Board.

*Report from Berlin +
rebot on
file. Also
report of
alumni on
all do me.*
Comptroller Peterson reported upon the fire protection provided for the short course dormitories and stated that to increase the watchman service an appropriation of \$100 would be required from Regents' Unassigned. Upon motion of Regent Werner, seconded by Regent Kleczka, it was

VOTED, That the report be accepted and placed on file and that the appropriation of \$100 from Regents' Unassigned 1-E be approved.

President Dykstra made a verbal report on priorities relating to the Radio Towers and proposed construction of Short Course Dormitories at the University.

on file
The Secretary presented a communication from the Wisconsin Association of Real Estate Brokers together with a resolution adopted by the Association recommending that a course in real estate be included in the University curricula and that an annual short course of a week or more be provided for those already engaged in the business of real estate. Upon motion of Regent Holmes, seconded by Regent Sensenbrenner, it was

VOTED, That this matter be referred to the President of the University for consideration.

Regent Hodgkins asked for information with reference to research as conducted at the University. It was suggested that Dean Fred be requested to come and discuss the matter with the Regents at the time of the next meeting of the Board.

At 11:40 A.M. the meeting adjourned.

M. E. McCaffrey,

Secretary.

DOCUMENT 633 - November, 1941

RECOMMENDATIONS OF THE FACULTY OF THE COLLEGE OF AGRICULTURE

(Minutes of the Meeting of the College of Agriculture - June 19, 1941)

The Faculty of the College of Agriculture presents the following recommendations for approval:

Home Economics

That Home Economics students may substitute Agricultural Bacteriology 1 for Agricultural Bacteriology 4 whenever the latter is required.

That students with junior or senior standing who enter the Home Economics course as transfer or advanced standing students be excused from taking Home Economics 9.

That the requirement of freshman convocation for Home Economics students be dropped.

Mathematics

That the mathematics requirements for students in Agriculture be changed to read as follows:

A student in Agriculture may satisfy the mathematics requirement by satisfactorily completing from the following courses one which, on the basis of prerequisites, he is eligible to take for credit: Mathematics 71, 1-a, 1-b, 3-a, or 51. (With Mathematics 72 being discontinued, a student in Agriculture may take Mathematics 71 for credit even though he may have had one and one-half years of algebra in high-school.

That students presenting three or more units of mathematics selected from algebra, geometry, or trigonometry are excused from the mathematics requirements.

Convocations

That the convocation for students in Agriculture and Home Economics be dropped; and that a new semester course, Agricultural Freshman Lectures, carrying one credit, be instituted. This course which shall be administered by the Assistant Dean, shall be required of all students in Agriculture, and shall be taken during the first semester of the freshman year. Transfer and advanced standing students entering the course in Agriculture with sophomore standing or above shall be excused from this requirement.

(Corrected copy)

DOCUMENT 634 - November, 1941

RECOMMENDATIONS OF THE FACULTY OF THE COLLEGE OF LETTERS AND SCIENCE

The Faculty of the College of Letters and Science presents the following for approval:

Recommendation for a revision of the paragraph on the point-credit ratio (Catalog 1940-42, p. 49, par. 12 Quality of Work) to read as follows:

A student in any course requiring 120 academic credits for graduation must secure 60 grade-points and at least 60 credits in order to absolve the academic requirements of the first half of his four-year course, and thereafter must secure 60 grade-points and at least 60 credits, obtaining during his senior year a grade-point average of 1.0 on all credits taken, whether passed or not--in-the-second-half-of-his four-year-course. A student in any course requiring more than 120 academic credits for graduation must also secure the same ratios for the additional credits required in each half of his four-year course.

And that the following paragraph be added to apply to students taking their fourth year in the Law School:

Letters and Science students electing law in their senior year may satisfy the above requirement as to the last two years by securing an average of 1.0 grade-point on all credits taken in the last half of the four-year course.

ACTIONS BY THE PRESIDENT

Since the October 25, 1941 meeting of the Board of Regents

RESIGNATIONS:

1. Dorothy C. Hein, instructor and assistant supervisor in nursing, October 25, 1941.
2. Earl F. Sandleback, assistant county agent, October 26, 1941.
3. Walton Wall, junior resident, July 1, 1941.
4. William R. Jarmain, WARF research assistant in mathematics, October 10, 1941.
5. Lewis C. Davis, assistant in residence halls, October 9, 1941.
6. Ralph R. Williams, non-resident scholar, to take effect at the beginning of the academic year 1941-42.
7. Wayne E. Moore, research assistant in botany, September 1, 1941.
8. William M. Thomas, honorary scholar in English, at the beginning of the academic year 1941-42.
9. Opal Bernadine Thomas, non-resident scholar in economics, at the beginning of the academic year 1941-42.
10. Arthur R. Colmer, research assistant in agricultural bacteriology, for the months of October, November, December and January of the first semester of 1941-42.
11. Fred Foreman, honorary scholar in geology, at the beginning of the academic year 1941-42.
12. Beatrice W. Lampert, research assistant in law, at the beginning of the academic year 1941-42.
13. Wealthy Hale, assistant professor of agricultural extension, November 19, 1941.
14. Arthur F. Clayton, non-resident scholar, at the beginning of the academic year 1941-42.
15. Harriet G. Scheid, university scholar in zoology, at the beginning of the academic year 1941-42.

RESIGNATIONS:

16. Donald W. Eastvold, university scholar in economics, September 30, 1941.
17. Thomas A. Murrell, post-doctorate fellow in physics, October 18, 1941.
18. Frank M. Graner, non-resident scholar, at the beginning of the academic year 1941-42.
19. Bernita A. Burns, home agent for Oconto County, November 19, 1941.
20. Robert J. Rayback, graduate scholar in American history, October 22, 1941.
21. Edward E. Miller, post-doctorate fellow in physics, November 7, 1941.
22. Mark A. Stahmann, assistant in biochemistry, November 1, 1941.
23. Marcus I. Wegner, industrial fellow in biochemistry and assistant in animal husbandry and dairy husbandry, November 15, 1941. *Report*

APPOINTMENTS:

1. Ralph D. James, visiting lecturer in mathematics, second semester of 1941-42, at \$2400.
2. Donald R. Mitchell, assistant professor of agricultural economics, second semester of 1941-42, at \$1400.
3. Gwendolyn A. Stenehjem, instructor in speech and rural sociology, without salary.
4. Robert W. Bray, instructor in animal husbandry, October 25, 1941 to June 30, 1942, at \$1644.44.
5. August Derleth, special lecturer in the farm short course, January 5 to February 8, 1942, at \$500.
6. Marlin M. Volz, research director for the Wisconsin Law Review, nine months (October 1941 through June 1942), at \$125 a month.
7. William B. Hesseltine, instructor in the farm short course, February 9 to March 14, 1942, at \$150.
8. William S. Howell, instructor in the farm short course, November 17, 1941 to March 14, 1942, at \$350.
9. Melvin F. W. Dunker, instructor in pharmacy, academic year 1941-42, at \$2400.
10. Caroline E. Iverson, publicity agent, extension division, Milwaukee center, second semester of 1941-42, not to exceed \$250.
11. Carl B. Cass, theatre assistant in speech, academic year 1941-42, at \$280.
12. Fannie T. Taylor, theatre assistant in speech, academic year 1941-42, at \$175.
13. Theodore J. LaChapelle, undergraduate assistant in chemistry, October 1, 1941 to June 30, 1942, at \$472.72.
14. Frances N. Walton, graduate assistant in comparative literature, 1st semester of 1941-42, at \$125.
15. Jack E. Thomas, graduate assistant in commerce, 1st semester of 1941-42, at \$80.
16. Marjorie L. Marshall, research assistant to the Wisconsin Law Review, nine months (October 1941 through June 1942), at \$30 a month.

APPOINTMENTS:

17. Opal Bernadine Thomas, research assistant in economics, four months of the 1st semester of 1941-42, at \$200.
18. Margot T. Baer, assistant in radio, academic year 1941-42, at \$500.
19. George L. Bullis, reader in mathematics, 1st semester of 1941-42, at \$50.
20. Amos B. Colby, store room attendant in pharmacy, academic year 1941-42, at \$400.
21. Erminie B. Bliss, musician assistant in physical education - women, 1st semester of 1941-42, at 80¢ an hour, total not to exceed \$25.60.
22. Caroline E. Wahler, research assistant in the hospital laboratories, beginning November 1, 1941, at \$100 a month.
23. Ruth C. Warmington to teach a class in furnishing the small home 41-F, Madison, 12 meetings, 1st semester, fees from the class not to exceed \$120.
24. Warner Geiger to teach a class in geography 1, Sheboygan, 34 meetings, 1st semester of 1941-42, fees from the class not to exceed \$500.
25. Paul H. Sheats to teach a class in education 115, Delavan, 17 meetings, 1st semester of 1941-42, not to exceed \$300.
26. John W. Rothney to teach a course in education 115, Fond du Lac, 17 meetings, fees from the class not to exceed \$375. (1st semester of 1941-42)
27. Leonard E. Frank to teach a class in casualty insurance 300 (Part 2), Milwaukee evening classes, 20 meetings, 1st semester of 1941-42, fees not to exceed \$200.
28. The following persons appointed to teach classes during the 1st semester of 1941-42, each to receive the amount indicated for the service rendered:
 - Florence Case, sociology 100, Grand Chute, 17 meetings, fees from the class not to exceed \$235.
 - Susan Coleman, education 223, Stevens Point, 17 meetings, fees from the class not to exceed \$200.
 - Hulda Dilling, children's literature, Manitowoc, 17 meetings, fees from the class not to exceed \$300.
 - Warner Geiger, geography 1, Manitowoc, 3 meetings, at \$35.25.
 - Gertrude Hansen, geography 107, Stevens Point, 17 meetings, fees from the class not to exceed \$200.
 - Clarence D. Jayne, medieval history 113, Stevens Point, 17 meetings, fees from the class not to exceed \$200.
 - W. G. Jenkins, recent American history 219A & B, Shawano, 34 meetings, fees from the class not to exceed \$210.

APPOINTMENTS:

28. (Continued)

- R. D. Morrison, medieval history 114, Merrill, 17 meetings, fees from the class not to exceed \$285.
- Joseph Mott, philosophy 201, Stevens Point, 17 meetings, fees from the class not to exceed \$200.
- N. O. Reppen, education 226, Abbottsford, 17 meetings, fees from the class not to exceed \$312.
- E. O. Thedinga, history 100, Grand Chute, 17 meetings, fees from the class not to exceed \$235.
- H. M. Tolo, medieval history 114, Shawano, 17 meetings, fees from the class not to exceed \$310.
29. Harold G. Cooke, Jr., to teach chemistry 1A (quiz and laboratory), Milwaukee evening classes, October 27, 1941 to the close of the 1st semester of 1941-42, at \$210.
30. Samuel Weiner to teach chemistry (quiz and laboratory), Milwaukee evening classes, 36 meetings, October 27, 1941 to the close of the 1st semester of 1941-42, at \$210.
31. J. H. Murphy, to conduct educational workshop in Ladysmith, 17 meetings, 1st semester of 1941-42, to receive half of fees from class not to exceed \$250.
32. Magdelan Duncan, substitute in English, 2 weeks, beginning November 3, 1941, at \$75.
33. The following persons appointed to teach in workshop in elementary curriculum and English, at Balsam Lake, 1st semester of 1941-42, each to receive the amount indicated below:
- Guy Bond, not to exceed \$60.00.
- Lillian Schatz, not to exceed \$96.00.
34. C. L. Eggert to conduct workshop in elementary curriculum and English, at Balsam Lake, 16 meetings, fees from the class not to exceed \$275, 1st semester of 1941-42.
35. William L. Roper, assistant extension soil conservationist, October 27, 1941 to June 30, 1942, at \$316.13.
36. Emil E. Sebesta, industrial fellow in biochemistry and poultry husbandry, January 1 to June 30, 1942, at \$360.
37. Howard Burkett, Eli Lilly and Company graduate fellow in medicinal chemistry, academic year 1941-42, at \$750.
38. James W. Davis, Allied Chemicals and Dye Corporation fellow in chemistry, academic year 1941-42, at \$750.

APPOINTMENTS:

39. The following persons appointed non-resident (graduate) scholars for the academic year 1941-42:

Marion L. Conde
Swart L. Evans
Herbert R. Jenks
Betty Mabry
Mary Valis
Karl G. Vogler
Hsia Ti Yeh.

40. Gideon Hadary, industrial fellow in agricultural economics, November 1, 1941 to January 31, 1942, at \$200. *Natl Dairy Council*

41. Sherwood D. Fox, fellow in sociology and anthropology, academic year 1941-42, at \$512.72.

42. Arthur F. Clayton, graduate fellow in American history, October 22, 1941 to June 30, 1942, at \$215.91.

43. Donald H. McClay, Evan W. Evans scholar, farm short course, \$25 to be paid November 17, 1941, \$25 on January 5, 1942 and \$25 on February 9, 1942.

44. The following persons appointed Pure Milk Association dairy farmer scholars, farm short course, beginning November 17, 1941, at \$50 each:

Daniel Davis
Walter F. Lottig
Wilbur Mack, Jr.
Kenneth Rosenhauer.

45. The following persons appointed Oscar Mayer scholars, farm short course, beginning November 17, 1941, at \$50 each:

Donald Berkircher
Milford M. Jones
Maynard Knebel
Harold Kurth.

46. The following persons appointed non-resident scholars (graduate) for the academic year 1941-42:

Madeline Ryttenberg
Hilbert M. Schwartz.

47. The following persons appointed Sears-Roebuck agricultural foundation scholars for the farm short course beginning November 17, 1941, at \$45 each:

Stanley Athorp
Harold Bramschreiber

Donald Flint
Chester Huber

APPOINTMENTS:

47. (Continued)

Gerald Kramer	Martin Quarberg
Karl Langlade	Earl Schoenbeck
Herbert Lenz	Kenneth Smith
Joseph Neuberger	Kenneth Streiff
Earl Oestreich	Donald Teasdale

15 Lavern Wagester.

48. The following persons appointed scholars in the farm short course, beginning November 17, 1941, at \$75 each:

Wilbur Anderson	Carl Kampschoer
Gordon Bradley	Richard Kraemer
Jerome Dolski	Blake Lawrence
Angus Dow	Glen Moore
George Falter	Raymond Naczas
Melvin Fenske	Victor Owen
Ross Gibbon	Russell Prell
Francis Hessel	Donald Russell
Harold Jones	Lawrence Stanley
Howard Jung	Melvin Wirth.

49. The following persons appointed Laverne Noyes scholars for the 1st semester of 1941-42, at \$30 each:

Robert C. Anderegg	Allen R. Jones
Rose Marie Anderegg	Arne V. Larson
Gloria L. Anderson	Everett O. Larson
Robert B. Arnold	Marjorie J. Moore
Frances M. Cimino	Arnold N. Offerdahl
Carolyn M. Dhein	Russell A. Pavlat
Frank A. Ecker	Clarence F. Riederer
John R. Ecker	Eudare B. Schocke
Robert P. Eischens	Walter S. Sivley
Robert G. Ferber	Joseph W. Spradling
Robert J. Geisen	Chrystal A. Swiggum
Robert L. Grilley	Jean E. Tickler
Odette M. Hendrickson	Wright L. Vander Wegen
Jane B. Herman	Charles H. Willison
Lester L. Jirucha, Jr.	Christine A. Wood.

50. Martin P. Andersen, instructor in speech and rural sociology, without salary.

SALARY AND SERVICE ADJUSTMENTS:

1. Florence S. Reynolds, instructor in French, to receive fees from an additional class in Sheboygan not to exceed \$425, 1st semester of 1941-42.
2. James Duff, instructor in English, to receive fees from two additional classes in Madison not to exceed \$425, 1st semester of 1941-42.
3. Chia Wei Chang, assistant in soils, appointment adjusted for the period November 1, 1941 to June 30, 1942, at \$720.
4. David D. Grainger, assistant in physical education - women, salary increased from \$25 to \$50 for the month of October 1941.
5. Warren G. Black, assistant in genetics, appointment adjusted at \$480 for the period November 1, 1941 to June 30, 1942.
6. M. Mildred Johnson, assistant in agricultural bacteriology, appointment adjusted at \$686.67 for the period November 1, 1941 to June 30, 1942.
7. Rolland L. Lohmar, assistant in biochemistry, appointment adjusted at \$300 for the period November 7, 1941 to the close of the academic year 1941-42.
8. Marie L. Carns, associate professor of medicing, changed from full time to two-thirds time, beginning November 1, 1941, and her salary reduced accordingly from \$3,000 to \$2,000 per annum.
9. Ralph S. Overman, assistant in biochemistry, appointment adjusted for the period November 7, 1941 to June 30, 1942, at \$300.

LEAVES OF ABSENCE:

1. William M. Faber, instructor in anatomy, second semester of 1941-42, without pay.
2. Irene A. Hensey, assistant professor of accounting, first semester of 1941-42, with pay.
3. John M. Fargo, assistant professor of animal husbandry, beginning October 15, 1941, without pay.
4. Lloyd M. Parks, assistant professor of pharmacy, academic year 1941-42, without pay.
5. Glenn Koehler, assistant professor of electrical engineering, October 25 to November 17, 1941, with pay.
6. Irwin R. Hedges, instructor in agricultural economics, from October 27, 1941 to the close of the 1st semester of 1941-42, without pay.

BUDGET:

1. Approval of the following budget for special fund created by a gift by the Consolidated Water Power and Paper Company for Archaeological Work:

Budget - First Payment

Wages*	\$125.00
Stipend	25.00
Travel	50.00
Material and supplies	40.00
Postage, telephone, etc.	<u>10.00</u>
	\$250.00

Budget - Second Payment

Wages*	\$160.00
Per diem	30.00
Travel	45.00
Materials and supplies	10.00
Postage, telephone, etc.	<u>5.00</u>
	\$250.00

Combined Budget

Wages*	\$285.00
Stipend, per diem	55.00
Travel	95.00
Materials and supplies	50.00
Postage, telephone, etc.	<u>15.00</u>
	\$500.00

*Day labor for excavation.

ACTIONS BY THE PRESIDENT (Continued)

RESIGNATIONS:

24. Bert B. Bridge, instructor in mining and metallurgy, November 15, 1941.
25. Walter H. Jaeschke, instructor in clinical pathology, October 15, 1941.
26. Harvey C. Slocum, instructor in anesthesia, January 1, 1942.
27. Vera B. McDowell, county home demonstration agent for Barron County, January 10, 1942.
28. Mabel A. J. Murdock, home agent for Trempealeau County, November 10, 1941.
29. Ann J. Bolton, assistant supervisor at the hospital, November 1, 1941.
30. Albert B. Hoxie, graduate assistant in history, October 22, 1941.
31. Henry T. Buechel, graduate assistant in economics, November 7, 1941.
32. Esther A. Shaw, assistant in clinical medicine, November 15, 1941.
33. Herbert B. Klarman, research assistant in economics, November 7, 1941.
34. LaVell M. Henderson, industrial fellow in biochemistry, January 1, 1942. *Natl Livestock & Meat Bd*
35. Helen B. Szotkowski, Helen R. Olin scholar, at the beginning of the first semester of 1941-42.
36. Harvey J. Hansen, F. A. Oertel scholar, at the beginning of the academic year 1941-42.
37. Elinor J. Johnson, F. A. Oertel scholar, at the beginning of the academic year 1941-42.

ACTIONS BY THE PRESIDENT (Continued)

APPOINTMENTS:

51. Doris Humphrey, lecturer in physical education - women, for a lecture demonstration, November 18 and 19, 1941, at \$25.00.
52. Reino Virtanen, instructor in French (part-time), Extension Division, for three months, beginning November 1, 1941, at \$50.00 a month.
53. Winslow M. Walker, assistant supervisor in sociology and anthropology, six months, October 15, 1941 to April 15, 1942, per diem rate of \$3.00 for specified days worked within period.
54. John N. Emerson, assistant supervisor in sociology and anthropology, one month, October 15 to November 15, 1941, at \$30.00 plus expenses.
55. Wallace W. McCrory, student assistant in anatomy, second semester of 1941-42, at \$750 for the period.
56. Leona Wallman, assistant in agricultural statistical service (part-time), November 1, 1941 to January 15, 1942, at \$150.
57. The following persons appointed student assistants in clinical laboratory diagnosis for six months, beginning January 1, 1942; each to receive the amount indicated below:

Louis T. Baehr	\$300.00
Karl F. Kundert	150.00.

58. The following persons appointed readers in sociology and anthropology, first semester of 1941-42, at not to exceed \$60, payable at the rate of 50¢ an hour:

Joseph E. Nuquist
Hilbert M. Schwartz.

59. Robert J. Reyback, graduate assistant in history, from October 22, 1941 to the close of the academic year 1941-42, at \$431.32.
60. Hazel C. Nowakowski, assistant in physical education - women, November 18, 1941, at \$50.
61. Frederick H. Gage, football assistant in intercollegiate athletics, first semester of 1941-42, at \$250.
62. William W. Garrott, basketball assistant in intercollegiate athletics, academic year 1941-42, at \$200.

ACTIONS BY THE PRESIDENT (Continued)

APPOINTMENTS:

63. Bert S. Barbour, research assistant in cancer research, months of October and November 1941, at \$200.

64. The following persons appointed special consultants in education workshop at Ladysmith, Wisconsin, during the first semester of 1941-42:

Charles Hornback, 1 meeting, \$14.70
Gretchen Grimm, 2 meetings, \$29.40
Fannie Hunn, 3 meetings, \$44.10
Inez Sparks, 3 meetings, \$44.10
Hazel Ramberter, 1 meeting, \$14.70
Norman Bailey, 1 meeting, \$14.70
Myrtle Jensen, 1 meeting, \$14.70
A. J. Fox, 1 meeting, \$14.70.

65. Peter Gilbert, substitute in Spanish, Extension Division, October 13 to November 7, 1941, at \$25.00 plus traveling expenses not to exceed \$150.

66. Myrtle Carolyn Smith, countyhome agent for Trempealeau County, month of December 1941, at \$125.

67. The following persons appointed Women's Athletic Association scholars for the academic year 1941-42, at \$50.00 each:

Imogene M. Christensen
Joanne Murray.

68. Elinor J. Johnson, Mildred E. Parker scholar, 1st semester of 1941-42, at \$25.

69. Marvin E. Klitsner, William J. Hagenah scholar, academic year 1941-42, at \$200. *Oct 25, 1941, - PA, 35*

70. Adrian C. Cassidy, anonymous law school scholar, academic year 1941-42, at \$50. *Boarnet Oct 25, 1941 - PA 35*

71. Raymond J. Brown, university scholar in economics, September 30, 1941 to the close of the academic year 1941-42, at \$237.50.

ACTIONS BY THE PRESIDENT (Continued)

SALARY AND SERVICE ADJUSTMENTS:

10. The salaries of the following graduate assistants in economics increased by \$37.50 each for the period November 7, 1941 to the close of the 1st semester of 1941-42:

Arthur P. Becker
Gene L. Erion
William G. McCarroll
Leonard H. Rall
William V. Wilmot, Jr.

11. Robert S. Lopez, graduate assistant in history, salary increased by \$90.91 for the period October 22, 1941 to the close of the 1st semester of 1941-42.

12. The summer service salaries of the following persons in the College of Agriculture reduced for the 1941 summer service as indicated below:

Henry L. Ahlgren, from \$465 to \$447
Thomas C. Allen, from \$390 to \$365
Ira L. Baldwin, from \$350 to \$340
Gustav Bohstadt, from \$375 to \$360
Royal A. Brink, from \$720 to \$705
Arthur B. Chapman, from \$420 to \$410
James G. Dickson, from \$286 to \$266
Conrad A. Elvehjem, from \$500 to \$459
Laurence F. Graber, from \$695 to \$665
Andrew W. Hopkins, from \$750 to \$740
Elizabeth McCoy, from \$430 to \$470
Hugo H. Sommer, from \$695 to \$645
Louis C. Thomsen, from \$545 to \$498
Emil Truog, from \$750 to \$705
Wayne W. Umbreit, from \$300 to \$290
George S. Wehrwein, from \$375 to \$365
Stanley A. Witzel, from \$570 to \$561.

EDUCATION AND DEFENSE

The American way of life faces grave danger. Important as guns, aeroplanes, tanks and battleships are, the defense of democratic living involves more than these. It involves the question of democratic morale and national unity, so necessary at the present moment. In developing a program of democratic defense, education has an important part to play. Teachers can play a role as defenders of democracy by building an enriched understanding of what democracy stands for.

The American Federation of Teachers has always played an active part in the defense of democratic education. Its recent convention by taking a forthright stand on current educational issues has once more emphasized this.

In line with the democratic traditions of the Federation, Local 223, University of Wisconsin, declares its belief in the following principles:

A. Education for Democracy

We propose that every educational device and technique should be employed to increase and deepen the appreciation by students, and people generally, of the meaning of democracy not only as a political and social program but as a way of life. We emphasize the right of every citizen to economic security and the opportunity to develop all his potential human capacities. But in this crisis when the future of democracy is at stake, we, as teachers, believe that we have a special responsibility, namely: to bring home to our students, old and young, that democracy is the form of government in which uniquely every privilege or right involves a corresponding obligation or duty. No government can be wiser or better than those who do the governing; in a democracy, where the people govern, they must be both wise and just. When any individual or group seeks individual or group advantage rather than the common welfare, democracy is in danger.

B. Labor and Cooperative Education

In view of the tremendous importance to the democratic way of life of a free labor movement we feel that more attention should be paid to the traditions of American labor and greater understanding should be fostered of the rich contribution that organized labor has made to American life. We feel that the program of Workers education in which Wisconsin has pioneered should be extended by increased support for scholarships and teaching staff.

The tenacity with which the consumer cooperative movement has been able to resist repeated attempts to destroy it in various parts of the world would seem to emphasize its importance as an instrument not only to implement economic democracy but to preserve democracy in the present emergency. The people of Wisconsin have pioneered in cooperative organization and in making instruction in cooperation legally a part of public education. We commend present efforts to make effective the law providing for the teaching of cooperation, and the growing program of cooperative education now being carried on by the cooperative move-

ment. We urge our members to increase their efforts to enlighten the public on the meaning of the cooperative movement as an instrument to protect the worker's income as a consumer, to release potential abundance, to restore ownership and the sense of responsibility to the common man, and thus to protect democracy.

C. Curriculum

A major and continuing obligation of teachers is the evaluation of courses of study and their effective grouping in educational programs in order that both may be adjusted to the needs of society. This duty is especially urgent when the nation is focussing its energy on increased production for defense in a period of world disorder. The need for new training programs and research should challenge us to a re-survey not only of the physical and applied sciences and those relating to social and industrial organization but of all those studies as well which widen and enrich our outlook and clarify the formulation of the goals of human effort. American teachers have a particularly significant responsibility in this task, for we Americans reflect, in our origins, many lands and beliefs. Contributions from them all are to be found in the American nation -- Contributions from many cultures now tragically suppressed or threatened by war in the original homeland. The trusteeship for preserving, during this threat, so much of the world's learning is peculiarly the responsibility of this nation, and especially of its teachers, a responsibility, for example, of keeping alive something of the France of intellectual and artistic achievement, and of the Germany of Goethe and the Republic. To meet this responsibility we must not only preserve the study of languages, and make a more adequate place for those not yet sufficiently recognized in our studies, but must seek to understand and interpret the cultures of other lands, especially those at present threatened with destruction and distortion.

D. Democratization of Administration

The adjustment of our educational policies to the new national problems cannot be achieved unless there is a continuous recruiting of the knowledge and energy of teachers for the administration of these policies. A just personnel program is thus a guarantee of the most efficient organization of essential resources; it should include a classification of positions which opens a career opportunity based upon ability, a compensation schedule reflecting equitable standards, provision for in-service training and development, and a stable system of retirement. Teachers should participate in the formulation of policy through the basic units of the institution, such as the departments, divisions, and schools or colleges as well as the faculty as a whole. The complexity of the problems before us in this time of change and disturbance makes such a positive widening of the basis of consultation and search for new ideas, particularly important. We are fortunate at the University of Wisconsin in having achieved the essentials of such procedures of consultation and participation. We tend, indeed, to take them so much for granted that we are frequently neglectful of the opportunity and the duty to use them. We believe that there should be more positive use on faculty committees of instructors and assistant professors, both to widen the existing assignments of committee work and to bring possible new points of view and ideas to their work. We believe, too, that the faculty should be particularly responsive in such a time as this to the need for exercising its jurisdiction in

educational policy in such questions as the revision of the curriculum and organization of new units of the university in view of the problem of the best use of resources for most effective instruction and research which is raised by such proposals.

E. Campus Life

The obligation of a university to make sure that its opportunities and facilities are open to all qualified students without any discrimination of race or creed is clearly recognized at Wisconsin. But the fulfillment of that obligation has not always been easy. For instance, the university policy of admission of all students to dormitory and social facilities has not been followed in all the rooming houses.

It is our conviction that any rooming house seeking university approval should meet the university standards of free admission to all students without any discrimination, in order to find a place on the approved list. For it is important that all citizens in a democracy recognize as early as possible and in as many fields as possible the obligation that rests upon citizens to see that none is denied its privileges and opportunities.

F. The Selection of a University Faculty

The principle that every human being should have the opportunity to develop his capacities and to use them for his own improvement and the advancement of the common good is one of the basic commitments of democracy. Perhaps more than anywhere else, it is important that this principle should govern the selection of a university faculty. For the distinctive work of the university demands that the best of available talent and training be at its service, and its success depends upon the most thorough-going use of all its human resources, unimpeded by any restrictions of sex, race, or belief. We therefore wish to reaffirm our conviction that all university appointments and promotions should be governed solely by the principle of the best man for the job, whether man or woman, Negro or White, Jew or Gentile. In view of the admitted prejudices in the world in which we live, we realize that this ideal will be achieved only by constant vigilance and self-scrutiny.

Therefore, any marked discrepancy between the proportion of students from a given group seeking to enter a particular field and the relevant opportunities in that field available to them should be constantly scrutinized to make sure that none but strictly professional factors are responsible. Where over a period of time members of any particular group are conspicuously lacking among those offering themselves for work in any field, care should be taken to make sure that no fear of irrelevant discrimination is discouraging their application. In short, we wish to affirm not only our faith in the principles to which we are already committed but our readiness to do our share of the constant work necessary for the realization of those principles.

G. Civil Liberties

We reaffirm our support of the principles of democratic government as embodied in the Bill of Rights. We must stand fast in our defense of civil liberties and academic freedom and oppose any tendency to discriminate against teachers of independent minds and character.

H. Economic Security

1. The rising cost of living in war-time threatens the economic security of teachers and other occupational groups with relatively fixed incomes. During the past ten years the University administration has shown an intelligent appreciation of the needs of the lower salaried staff members. The application of waivers on a progressive scale; the priorities given the lower brackets in the restoration of waivers; and the protection of the junior staff and its salary scales in the face of budget cuts are to be commended.

However, the pressure of rising prices directs attention anew to certain inadequacies in these salary scales, and calls for new measures to protect minimum living standards. In some departments salaries of \$400 are not uncommon for graduate assistants, whose opportunities to supplement such income by outside work are severely limited. In other departments normal scales range \$200 or \$300 higher. These differentials often violate the principle of equal pay for equal work. We strongly urge a reexamination of assistants' and fellows' stipends, fees, and hours.

To prevent hardships, especially among low-salaried employees, during the current period of rising prices, the University should institute also a system of cost-of-living bonuses, preferably adjusted to take account of family size. If the unassigned elements (chiefly student fees) of its present budget are inadequate to finance a bonus program, we suggest that the University administration approach the State Emergency Board with a request for additional funds.

2. Economic security must include security in old age. The Wisconsin Teachers' Retirement Fund should get the full financial support promised by law. That support comes both from teachers' contributions and from state payments into the fund of a special surtax on incomes plus general fund revenues if necessary. A study released by the Wisconsin Taxpayers' Alliance October 1, 1941, reveals how the Teachers' Retirement Fund has fared in recent years:

"Due to shortages of the yield of the income surtax levied on individuals and corporations for the teachers' retirement fund during each of the past eleven years, the general fund has been liable for various amounts. However, the general fund has not always paid what it owed. As a result, on June 30, 1941, the general fund owed the teachers' retirement fund a total of \$5.8 millions." (The total state contribution since 1926 has been \$20.9 millions.)

"First significant reduction in the amount of the debt to the fund occurred during the past year, when the state paid \$60,000 a month, or a total of \$720,000 (out of general fund revenues), to the retirement system. This payment not only met the \$375,000 shortage of the surtax in 1941, but also reduced the balance due by almost \$350,000." (The Wisconsin Taxpayer, Vol. 9, p. 73.)

We recommend a continuance of the policy of the past year to reduce the state general fund's indebtedness to the retirement fund. Steadily rising tax revenues -- often beyond budget estimates -- offer the state an excellent opportunity to make good on its promises and obligations to Wisconsin teachers.

I. Planning and Administration

Many faculty members, especially scientists, have been and will be called on to work directly on the Defense program, whose local requirements are supervised by the University Administration and the Committee for Research on National Defense. We heartily approve the plan, originated by the University Committee and approved by the Board of Regents, for protecting the academic positions of faculty who take leave of absence for government service. In addition to the direct demands of the Defense program, however, the requirement laid on any university to function as a university more intelligently and pertinently in a time of crisis calls for alert and constant attention to the particular conditions and problems confronting us. We believe that the University Committee is the body to which the faculty must look for this alert and constant attention. This statement of the Teachers Union is intended, in part, as a series of suggestions concerning the particular problems with which we believe the Administration and the faculty, and especially the University Committee, should be immediately concerned.