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Minutes of the special meeting of the Executive Committee of the Board of Regents of the University of Wisconsin: August 4, 1933. 1933

Madison, Wisconsin: Board of Regents of the University of
Wisconsin System, 1933

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Madison, Wisconsin, August 4, 1933

President's Office, 9:30 A.M.

Re: Budget approved

p. 2

{ appts, reappts to
in permanent
waiver record

F. 234

Entered
4/29/34
R. C. K.

Meeting of the committee appointed by the Board on August 2, 1933, to revise the time reductions in the 1933-34 Budget and to establish a graduated waiver scale on the income tax principle to absorb the amount needed to balance the budget.

There were present all members of the Committee - President Frank, President Clausen; Regents Callahan, Grady, Wilkie, Sholts, Business Manager Phillips.

The budget for the University Extension Division was passed with reservation respecting the training for the Hard of Hearing Clinic which was held for further report from the Medical Committee.

Held
for
further
report

Regent Wilkie presented the following motion and moved adoption, seconded by Regent Callahan:

WHEREAS, in the proposed budget reductions in the time of lower paid employes including instructors and assistants and in their compensation and in the number of employes including teaching assistants have been made and a question has arisen whether changes in educational method may have been influenced by a feeling of necessity to eliminate or cut certain parts of departmental budgets and as to whether some additional recognition should not be given to demonstrated ability and good service and as to whether there may not be cases of economic hardship which would render some changes just and advisable, therefore, it is directed that there be made available from Regents' Unassigned a sum not in excess of \$25,000 which shall be available as may be necessary to make adjustments in time and compensation of employes, instructors and assistants. The President is requested to report to this committee as soon as possible as to what adjustments if any should be made after a further review of the cases and departments in the budget which may present any of the above questions.

rest
frank to
report

Regents voting "Aye" Wilkie; Regents voting "No" Grady, Callahan, Clausen, Sholts. The motion was lost.

X
Regent Clausen presented the following motion. Regent Callahan moved its adoption, seconded by Regent Grady:

WHEREAS, the preparation of the budget of the University is based on recognition of the necessity of making drastic reductions in salaries and operating expenses;

WHEREAS, it is the purpose of the administration to avoid any retrogression in educational standards and any injustice to members of the staff of the University;

933-34
Budget approved
BE IT RESOLVED, that the budget be approved with the understanding that advantage be taken of additional miscellaneous receipts over original estimates to make adjustments of any salary or time reductions that may appear equitable in the light of the load to be carried and maintenance of educational standards.

Regents voting "Aye" Grady, Callahan, Clausen, Sholts; Regents voting "No" Wilkie. Motion carried.

The appointments, reappointments, promotions, resignations and leaves of absence for the year 1933-34 were approved as shown in Exh. A as follows:

Upon motion of Regent Grady, seconded by Regent Callahan, it was

VOTED, That the increase in salary for E. R. Jones from \$5200 to \$5400 be disallowed. Regent Wilkie voted "No". Further action deferred until next meeting of the Board.

From referred

XXXX
also
attached

X
Regent Callahan moved, with second by Regent Grady, that Schedule "K" of waivers be adopted with the understanding that the percentage of waiver for reduced time be in proportion to the reduction in salary. (Regent Wilkie stated that he would not vote for this motion and requested that the University Committee of the Faculty, which committee prepared the report of March 9, 1933, be heard. He also requested permission to file a written statement with the record of this meeting as to his position, which request was granted.)

The motion was put - Regents voting "Aye" Grady, Callahan, Clausen, Sholts; Regents voting "No" Wilkie. Motion carried.

An effort was being made to get in the members of the Faculty Committee and Professors Twenhofel and Clark, the only members of the committee available, were called to the meeting and discussed the matter of waiver.

Considerable discussion was had in the effort to reduce as much as possible the amount of the waiver on the lower salaries and upon motion of Regent Callahan, seconded by Regent Grady, it was VOTED unanimously to reconsider the vote taken on Schedule

"K".

Regent Callahan then moved, with second by Regent Grady, that Schedule "N" be substituted for Schedule "K" with the understanding that the percentage of waiver for reduced time be in proportion to the reduction in salary. Schedule "N" follows:

SALARY AND WAGE WAIVERS
1933-34
(On Income Tax Basis)

First \$	500 of each salary	12%
Next	500 or fraction thereof	16%
Next	2,000 or fraction thereof	17%
Next	2,000 or fraction thereof	19%
Next	2,000 or fraction thereof	21%
Next	2,000 or fraction thereof	23%
Next	1,000 or fraction thereof	25%
All salaries over \$10,000		20% flat

Example: A \$2,000 a year person will be cut 12% on the first \$500, 16% on the second \$500, and 17% on the last \$1,000.

Note: Above waivers applied to normal salaries, not the reduced 1932-33 pay.

Regents voting "Aye" Clausen, Callahan, Grady; Regents voting "No" Wilkie. Motion carried.

Aug 4/33

Regent Wilkie presented the following motion, seconded by Regent Callahan:

WILKIE
 ✓ MOVED, That the following schedule of waivers prepared by the Faculty Committee be adopted with necessary proportional modifications in the steps between 12% and 36.5% to raise \$435,000, with the proviso that no salary or compensation be subjected to waiver in total more than 25% and that if necessary special authorization of the full Board of Regents be requested to confirm this schedule:

SCALE OF CUT

<u>%</u>	<u>Portion of Normal Salary</u>
12%	0 - 1,000
13.5%	1,000 - 2,000
19%	2,000 - 3,000
22.5%	3,000 - 4,000
26%	4,000 - 5,000
29.5%	5,000 - 6,000
33%	6,000 - 7,000
36.5%	7,000 - 8,000

RESULTING WAIVERS⁴⁵

<u>Salary</u>	<u>Waiver</u>	<u>% Waiver</u>
500	60.00	12.0
1,000	120.00	12.0
1,500	197.50	13.2
2,000	275.00	13.8
2,500	370.00	14.8
3,000	465.00	15.5
4,000	690.00	17.2
5,000	950.00	19.0
6,000	1245.00	20.8
7,000	1575.00	22.5
8,000	1940.00	24.2

Regents voting "Aye" Wilkie; Regents voting "No" Clausen, Callahan, Grady. Motion lost.

~~_____~~

The meeting adjourned at 6:30 P.M.

M. E. McCaffrey,

Secretary.

ASSISTANTS

1933-34

For the term of one year from July 1, 1933

This list did not go out with all the copies of minutes

	<u>Normal</u>	<u>Waiver</u>	<u>Net</u>
Botany:			
Herbert M. Clarke	750	100	650
Catherine L. Gross	750	100	650
Kenneth L. Mahony	750	100	650
Olive L. Rees	750	100	650
H. A. Schomer	750	100	650
Chemistry:			
O. M. Arnold	750	83	667
R. R. Austin	750	100	650
G. W. Batchelder	750	75	675
W. H. Bauer	750	100	650
L. J. Beekham	750	100	650
Rodney Benson	750	100	650
R. G. Black	750	83	667
R. F. Cox	750	100	650
M. W. Farlow	750	100	650
P. R. Fehlandt	1,000	140	860
Emory Fisher	750	100	650
D. F. Fowler	750	100	650
Stephen F. Freeman	750	100	650
L. A. Hansen	750	75	675
B. W. Howk	750	75	675
Sulo Karjala	750	100	650
G. Brooks King	750	100	650
William F. Krause	750	100	650
E. H. Kroeker	750	100	650
L. F. Kuick	750	83	667
N. M. Nessel	750	100	650
F. C. Oppen	750	100	650
J. R. Roland	750	100	650
D. L. Shinn	375	23	352
Lester Sinness	750	100	650
J. F. Sprague	750	100	650
A. W. Stout	750	83	667
W. B. Thomas	750	100	650
Lewis Walter	750	100	650
P. A. Whitaker	375	23	352
Economics-Commerce:			
Walter H. Beidatsch	750	100	650
Flora I. Munger (Student Asst.)	225 (9 mos)	27	198

ASSISTANTS - 2

	<u>Normal</u>	<u>Waiver</u>	<u>Net</u>
Economics-Economics:			
Daniel S. Gerig, Jr.	625	50	575
Franklin P. Hall	625	80	545
E. Stanley Rector	500	40	460
C. A. Pearce (1st sem)	250	10	240
Nathan L. Silverstein	500	38	462
English:			
J. G. Back	1,000	140	860
Elda Baumann	1,000	140	860
L. W. Cameron	500	60	440
James Duff	500	60	440
Lucy B. Gamble	1,000	140	860
Doris B. Garey	1,000	140	860
Harriet Haskell	1,000	140	860
S. I. Hayakawa	1,000	140	860
Mildred Hergenhan	1,000	140	860
Esther R. Keck	1,000	140	860
Marjorie M. Kimmerle	1,000	140	860
Mary A. Liebenberg	500	30	470
P. K. McCarter	1,000	140	860
Edward Manchester	1,000	140	860
G. Joyce Padwick	1,000	140	860
Mark Schorer	1,000	140	860
D. C. Sheldon	1,000	140	860
Max Shpeller	500	60	440
Samuel Sillen	1,000	140	860
Newell Snyder	1,000	140	860
T. G. Steffan	500	60	440
Helen G. Viljoen	500	60	440
Margaret Waterman	1,000	140	860
French & Italian			
French:			
Lois Boe	400	48	352
W. J. Boning	1,200	174	1,026
Harold Clapp	200	24	176
Eugene Elkins	800	108	692
Kunda Luzenska	800	108	692
Joseph Palmeri	1,100	157	943
Pearl Quam	700	92	608
Catherine Staudt	800	108	692
Lucile Stumpf	800	108	692
Elisabeth G. Troeme	1,100	157	943
Joseph Tucker	500	60	440
Italian:			
Marie Davis	800	108	692

ASSISTANTS - 3

		<u>Normal</u>	<u>Waiver</u>	<u>Net</u>
German:	Helen E. Emerson	650	73	577
	M. E. Valk	600	76	524
History:	Howard Blackenburg	500	60	440
	Helen B. Burton	500	60	440
	John K. Cochran	500	60	440
	Margaret W. Hall	500	60	440
	Henry B. Hill	500	60	440
	Warren G. Jenkins	500	60	440
	Margaret I. Knowles	500	60	440
	Hazel G. Ramsay	500	60	440
	Albert C. Schwarting	500	60	440
	Harold C. Vedeler	500	60	440
	Edward A. White	500	60	440
Benton H. Wilcox	500	60	440	
Journalism:	Robert H. Foss	500	76	424
	Raymond B. Nixon (1st semester)	200	24	176
Mathematics:	Louise A. Wolf	675	88	587
Physics:	Amelia Frank	750	100	650
	A. T. Goble	750	100	650
	Malcolm H. Hebb	750	100	650
	Winston L. Hole (1st semester)	375	23	352
	Louis Marick	750	100	650
	Robert A. Merrill	750	100	650
	Morris Ostrofsky (2nd semester)	375	23	352
	E. R. Piore	750	100	650
	Robert Serber	750	100	650
	Melvin C. Terry	562.50	52.50	510
	Lester V. Whitney	562.50	52.50	510
F. L. Yost	750	100	650	
Political Science:	Charles E. Mills	500	60	440
Psychology:	R. N. Menzies	500	60	440
	Joseph Pessin	500	60	440
	Ross Stagner	500	60	440

ASSISTANTS - 4

		<u>Normal</u>	<u>Waiver</u>	<u>Net</u>
Sociology:	Arthur R. Mangus	500	44	456
	Henry Sheldon, Jr.	500	60	440
Spanish:	R. M. Duncan	300	14	286
	Mary Giangrosso	600	38	562
	Guillermo Guevara	200	6	194
	Lawrence Kiddle	800	108	692
	Charles Newcomer	600	57	543
	Victor Oelschlager	200	24	176
Speech:	Lyman Judson	350	42	308
	Claude Kantner	650	84	566
	Sherman Lawton	500	60	440
Zoology:	Haleyon W. Bardeen	750	100	650
	Esther L. Boyer	750	100	650
	Ralph J. Bushnell	750	100	650
	Mary Gojdies	750	100	650
	M. L. Hayes	750	100	650
	Charles E. Lane	750	100	650
	Donald C. Mathews	750	100	650
	Edward Schneberger	750	100	650
	William A. Spoor	750	100	650
Nina E. Gray	750	100	650	