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Wisconsin System, 1949

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POSTPONED REGULAR MEETING OF THE BOARD OF REGENTS

Madison, Wisconsin

Wednesday, March 16, 1949, 2 P.M.

President Sensenbrenner presiding

PRESENT: Regents Arveson, Callahan, Campbell, Gelatt, Grady, Jones, Kleczka, Sensenbrenner, Werner.

ABSENT: Regent Hodgkins.

Upon motion of Regent Kleczka, seconded by Regent Gelatt, it was VOTED, That the minutes of the regular meeting of the Board held on February 12, 1949, be approved as sent out to the Regents.

RECOMMENDATIONS OF THE PRESIDENT

- Faculty Actions -

1. That the following Faculty Actions be approved:

- (1) The University Faculty endorses the statement on faculty salaries by the University Committee (EXHIBIT A attached) and, on the grounds set forth in that statement, urges that the funds for faculty salary increases requested by the Regents be restored to the budget.

Upon motion of Regent Werner, seconded by Regent Gelatt, the statement referred to in recommendation No. 1(1) (EXHIBIT A attached) was received and ordered placed on file.

- (2) Recommendation of the College of Letters and Science that the legislation adopted December 2, 1946, authorizing the

1(2) Cont.

Dean to permit certain students to do junior work at the Milwaukee Extension Center, be discontinued at the end of the second semester 1948-49.

This proposal applies only to the College of Letters and Science.

Upon motion of Regent Gelatt, seconded by Regent Werner, recommendation No. 1(2) listed under Faculty Actions was adopted.

- (3) Recommendation of the College of Letters and Science that the legislation requiring that at least as many grade-points as credits be earned in the major, be revised to read as follows:

At least as many grade points as credits carried must be earned in the major.

Upon motion of Regent Gelatt, seconded by Regent Callahan, recommendation No. 1(3) listed under Faculty Actions was adopted.

- Resignations -

1. That the resignation of George Lanphear, assistant professor of intercollegiate athletics, be accepted; to take effect March 14, 1949.

Upon motion of Regent Gelatt, seconded by Regent Kleczka, recommendation No. 1 listed under Resignations was adopted.

- Gifts and Grants -

1. That the following gifts and grants be accepted; and that the Vice President of Business and Finance be authorized to sign the agreements:

GIFTS

- (a) \$10,300.00 - From Thomas E. Brittingham Trust Fund for the support of Graduate School research projects in the Medical School concerning arthritis and rheumatism as follows:

\$5,300 - Initiation of research on the rheumatic state,

4,000 - Electromyographic apparatus for the study of muscular changes in arthritic conditions, and

1,000 - Investigation of sensitization reactions to streptococci in rheumatic and arthritic states.

Copy of letter with paper

GIFTS (Cont.)

- 15-764 →
- (b) \$ 715.00 - Wisconsin Law School Association to be added to the Wisconsin Law School Education Fund, and used in obtaining the necessary supplies and clerical help incident to the preparation of experimental and supplemental legal educational materials appropriate for student use in the Law School. (Fund 15-840)
 - (c) 408.00 - Anonymous contributions in memory of the late Frederick Bland, Jr., to purchase books for the University of Wisconsin Medical Library. (Fund 15-884)
 - (d) 400.00 - To be added to the Delta Gamma Memorial Fund established December 11, 1948.
 - (e) 302.69 - To be added to the Gertrude E. Johnson Scholarship Fund in accordance with the terms and conditions of the original gift as amended by the Regents on December 11, 1948.
 - (f) 3.00 - Edwin G. Fox, Chicago, Illinois, to be added to the principal of the Bess Tyrrell Burns Memorial Fund.
 - (g) 25.00 - For the Case Loan Fund from Mrs. Abraham Schinasi, New York City, in memory of her son, Seymour Boris Schinasi.
 - (h) 10.00 - Dr. Arnold S. Jackson, Madison, Wisconsin, to be added to the William J. Bleckwenn, Jr. Memorial Award in accordance with the terms stated in the Regent minutes of Friday, May 28, 1948.
 - (i) 140.00 - Anonymous contributions to be added to the Christina Cameron Murray Memorial Fund.
 - (j) 84.00 - Anonymous contributions to the Medical Library Building Fund in memorial to the late Dr. Llewellyn R. Cole.
 - (k) 50.00 - Mr. Frank J. Studer, Schenectady, New York, to be added to the Charles E. Mendenhall Fellowship Fund in accordance with the terms of the Fellowship accepted by the Regents on June 18 and 19, 1937.
 - (l) 100.00 - Fort Crawford Camp No. 3, Sons of Union Veterans and Auxiliary, Prairie du Chien, Wisconsin, to be added to the Grand Army of the Republic Memorial Scholarship Fund in memory of the veterans of Philip W. Plummer Post, Grand Army of the Republic, Prairie du Chien, in accordance with the terms of the scholarship as approved by the Regents May 25, 1945.
 - (m) 5.00 - An anonymous contribution to the Dr. William A. Mowry Memorial Book Fund for the University of Wisconsin Medical Library. (Fund 15-884)

GIFTS (Cont.)

(n) \$ 3,000.00 - Memorial Union Building Committee for capital improvements for the Memorial Union Building. (Credit Fund 15-373, Memorial Union Building Committee, Physical Plant.)

(o) 100.00 - West Side Garden Club, Madison, Wisconsin, to be used in connection with the crab apple planting at the University Arboretum.

(p) That the following provisions for the establishment of the "Wisconsin Men's Association Scott H. Goodnight Award" be approved:

This award is established by the Wisconsin Men's Association to honor Dean Scott H. Goodnight for his more than thirty years of service to the men of the University of Wisconsin; to recognize and encourage the significant participation of men in student activities.

Candidates must be full-time, regularly enrolled students in good standing at the University of Wisconsin, either in the second semester of classification as junior or in the first semester of classification as senior. The total grade point average of the candidate on work taken at the University of Wisconsin must be at least 1.50. Successful candidates will be selected on the basis of the quality and significance of participation in student extra-curricular activities, and future promise in such participation.

The Wisconsin Men's Association will make an initial payment of \$500 into the fund. One or more awards of at least \$100 will be made annually, payable in two installments, one each semester if the recipient is regularly enrolled. At such time as the money on deposit in the fund becomes sufficient to provide a trust fund with expected annual income of at least \$100, only the income from the fund will be made available for award.

Candidates will be recommended to the Faculty Committee on Loans and Undergraduate Scholarships by a special committee consisting of the Wisconsin Men's Association Cabinet, the Chairman of the Wisconsin Men's Association Scholarship Committee, the Counselor of Student Activities, and the Dean of Men. (In the event that, by reason of future reorganization, any stipulations stated concerning the make-up of this special committee become vacuous, the Committee on Loans and Undergraduate Scholarships shall rule on the question of replacements.) At least three recommendations will be made each spring semester for each scholarship which is to be awarded for the following year.

GRANTS

- (a) \$ 1,500.00 - Standard Oil Company of Indiana, Chicago, Illinois, for the continuation to September 30, 1949, of an industrial fellowship in the Department of Horticulture, to study petroleum weed killers for use in cranberry bogs. (Fund 15-775) *Agreement*
- (b) 2,550.00 - Mr. Ben S. McGiveran, Chicago, Illinois, for the continuation of a research fellowship to study the productivity of lakes for fish in the Department of Zoology during the period January 1, 1949 to December 31, 1949. *Agreement*
- (c) 1,800.00 - Parke, Davis and Company, Detroit, Michigan, for the continuation of an industrial fellowship in the Departments of Biochemistry and Chemistry for a study of the preparation and chemical nature of antibiotics, during the period February 1, 1949 to June 30, 1949. *Agreement*
- (d) 2,000.00 - Procter and Gamble Company, Cincinnati, Ohio, for the continuation of a graduate fellowship in the Department of Chemical Engineering for the year 1949-50, for research in spray drying. *Agreement*
- (e) 3,400.00 - The National Concrete Masonry Association, Chicago, Illinois, for the establishment of an industrial fellowship to study shrinkage cracking of concrete block, in the materials laboratories of the Department of Mechanics, during the period February 1, 1949 to January 31, 1950. *Agreement*
- (f) General Motors Corporation, Research Laboratories Division, Detroit, Michigan, for the establishment of the "General Motors Graduate Fellowship in Mechanical Engineering," for research in the general field of mechanical engineering during the period from February, 1949 to February, 1950, on the basis of the following financial plan: *Agreement*
- | | |
|-----------------------------|------------|
| Salary for single fellow | \$1,200.00 |
| University of Wisconsin for | |
| Equipment and Supplies | 500.00 |
| Total | \$1,700.00 |
- OR-
- | | |
|-----------------------------|------------|
| Salary for married fellow | \$1,800.00 |
| University of Wisconsin for | |
| Equipment and Supplies | 500.00 |
| Total | \$2,300.00 |
- (g) 750.00 - The Nitragin Company, Inc., Milwaukee, Wisconsin, for the establishment of an industrial fellowship, to study the mass production of Rhizobia cultures for the inoculation of leguminous crops, in the Department of Agricultural Bacteriology, during the period February 1, 1949 to June 30, 1950. *Agreement*

GRANTS (Cont.)

- (h) United States Rubber Company, New York, New York, for the continuation of a postgraduate fellowship in pure chemistry, to be known as The United States Rubber Company Postgraduate Fellowship in Chemistry, during the period July 1, 1949 to June 30, 1950, stipend to be paid as follows:

\$1,200 for single man or \$1,800 for married man and 1,000 for tuition, fees, expenses, supplies and equipment

Funds not used for the fellowship to remain with the Department. *Trans in Gift file*

- (i) 3,600.00 - Chas. Pfizer & Company, Inc., Brooklyn, New York, for the continuation of an industrial fellowship for the study of production of antibiotics on pilot plant scale for the twelve months' period, beginning April 1, 1949, in the Department of Biochemistry. *Agreement*

- (j) 250.00 - Wisconsin Life Insurance Company, Madison, Wisconsin, for the establishment of Wisconsin Life Insurance Company Scholarship to be awarded annually to a student majoring in Life Insurance in the School of Commerce in accordance with conditions of award as approved by the donor, the Dean of the School of Commerce, and the Chairman of the Committee on Undergraduate Loans and Scholarships. *Gift file*

Upon motion of Regent Kleczka, seconded by Regent Arveson, recommendation No. 1, Gifts (a) to (p), inclusive, and Grants (a) to (j), inclusive, was adopted.

- Degrees -

1. That upon the certification of the Registrar the following degrees be granted and confirmed:

Candidates for degrees March 16, 1949

BACHELOR OF ARTS

Darlene Apple

BACHELOR OF SCIENCE

Donald Hugh Tranin

BACHELOR OF BUSINESS ADMINISTRATION

Mike Lawent
Donald George Leeseberg
(Cont.)

BACHELOR OF LAWS

Date of February 24, 1949

Erwin Charles Koeber

Date of March 2, 1949

G. Donald Barnes
Wilson Harrington Brue
Harold Kenneth Geyer
Morton Gollin
Donald Robert Hoerl
Oscar Sever Johnson
Joseph Donald Viney
Charles Kenneth Wildermuth
Marwin Otis Wrolstad

Date of March 10, 1949

Adrian Lionel Bateman, Jr.
Harvey Albert Wegner

Candidate for degree March 16, 1949

BACHELOR OF PHILOSOPHY

Burton Melvin Sernovitz.

Upon motion of Regent Werner, seconded by Regent Campbell, recommendation No. 1 listed under Degrees was adopted.

ACTIONS BY THE PRESIDENT
Since the February 12, 1949, Meeting
of the Board of Regents
(Copy attached)

Upon motion of Regent Gelatt, seconded by Regent Campbell, it was VOTED, That resignations numbered 1 to 36, inclusive, listed under Actions by the President, be approved.

Upon motion of Regent Campbell, seconded by Regent Arveson, it was VOTED, That appointments numbered 1 to 128, inclusive, listed under Actions by the President, be approved.

Upon motion of Regent Arveson, seconded by Regent Gelatt, it was VOTED, That salary and service adjustments numbered 1 to 62, inclusive, listed under Actions by the President, be approved.

The above actions by the President taken since the February 12, 1949, meeting of the Board and approved by the Regents in the foregoing resolutions are made a part of the records of this meeting.

Upon motion of Regent Arveson, seconded by Regent Gelatt, it was VOTED, That the following appointments of assistant football coaches in intercollegiate athletics be approved:

Milton Bruhn, beginning February 26, 1949, at \$6500. (Twelve months' basis)

Fred E. Marsh, beginning March 7, 1949, at \$5500. (Twelve months' basis)

Robert H. Odell, beginning February 26, 1949, at \$5500. (Twelve months' basis)

Paul R. Shaw, beginning February 26, 1949, at \$5500. (Twelve months' basis)

President Fred presented a request from the Committee on University Functions and Policies to route the various portions of its report on the internal survey of the University through appropriate faculty and administrative channels. Upon motion of Regent Kleczka, seconded by Regent Gelatt, it was

VOTED, That the request of the Committee on University Functions and Policies to route the various portions of its report on the internal survey of the University to the Regents through such faculty or administrative channels as seem most appropriate be approved.

RESTRICTED - NOT FOR PUBLICATION

Upon motion of Regent Gelatt, seconded by Regent Kleczka, it was VOTED, That the President of the University be authorized to approve consultant agreements with The Regents of the University of California for the part-time services as consultants in connection with work for the Atomic Energy Commission during the period July 1, 1949-June 30, 1950, of the following members of the University of Wisconsin faculty:

Professor R. G. Herb
Professor Henry Barschall
Professor Joseph O. Hirschfelder.

- - - - -

President Fred presented the following recommendation:

"That the administrative officers of the University be authorized to suggest to the Legislature that a bill be introduced in the Legislature to enable the Regents of the University of Wisconsin to participate in the formation and maintenance of a nonprofit-sharing corporation for the purpose of providing and operating a central library depository at a location in a midwestern state

for the storage of little used books and other library and research materials of participating institutions and for the furnishing of other services to the participating institutions."

The adoption of the recommendation was moved by Regent Werner and seconded by Regent Gelatt. A called vote was taken, Regents Arveson, Callahan, Campbell, Gelatt, Jones, Sensenbrenner, Werner voted "Aye"; Regents Grady and Kleczka voted "No". The motion was declared carried.

Regent Grady explained that he felt impelled to reject the recommendation for a number of reasons:

- (1) He doubted the constitutionality of the proposed legislation;
- (2) The University would be establishing a very dangerous precedent in removing its property to a point outside of the state;
- (3) The University of Wisconsin is not and cannot be empowered to enter into the formation of the proposed corporation.

Regent Grady felt that to maintain part of the University library outside of the state would be in violation of the constitutional provision providing that "...Provision shall be made by law for the establishment of a state university at or near the seat of state government..."; and that going into the State of Illinois with University property would be violating this constitutional provision. He also stated that legislation cannot legally or constitutionally be enacted which would permit the expenditure of state money for maintenance of any part of the University outside of Wisconsin.

Regent Kleczka stated that although he recognized the desirable and economical aspects of the proposal, he, nevertheless, from a legal standpoint, was inclined to agree with Mr. Grady.

RECOMMENDATIONS AND REPORT OF THE VICE PRESIDENT OF BUSINESS AND FINANCE

I. Contracts, Leases, and Agreements

1. That the Vice President of Business and Finance be authorized to sign Office of Naval Research Contract No. N8onr-72200 covering research to be conducted in the Physics Department during the period February 10, 1949 to February 9, 1950, providing for a flat sum payment of \$3,850 by the Navy.
Adopted.

2. That the Vice President of Business and Finance be authorized to sign Amendment No. 1 to Office of Naval Research Contract No. N8onr-575 covering research conducted at Washburn Observatory, and extending the termination date of the contract from June 14, 1949 to September 19, 1949, with no increase in costs.
Adopted.

3. That the Vice President of Business and Finance be authorized to sign Supplemental Agreements No. 1, providing for prior approval by the Contracting Officer for certain expenditure, to each of the following Army Chemical Corps contracts covering research in the Departments indicated:

<u>Contract</u>	<u>Department</u>
W-18-064-CM-208	Bacteriology
W-18-064-CM-210	Biochemistry
W-18-064-CM-217	Enzyme Institute

Adopted.

Upon motion of Regent Callahan, seconded by Regent Gelatt, recommendations 1 to 3, inclusive, listed under the recommendations and report of the Vice President of Business and Finance (I. Contracts, Leases, and Agreements) were adopted.

II. Report of Actions Taken

1. In accordance with authority granted by the Regents for the Vice President of Business and Finance to sign contracts and agreements for educational services requested by the Government, the following contract has been signed:

- (a) Army Contract No. W-11-175-TNG-(AAV)-367 providing for the enrollment of an army officer in a graduate course in Home Economics during the 1948-49 academic year and the 1949 summer session, under which the government is to pay the equivalent of the nonresident tuition.
Approved.

2. In accordance with the authority granted by the Regents on September 27, 1947, for the Vice President of Business and Finance to sign contracts and leases not in excess of \$2,500.00, the following contracts and orders have been signed:

- (a) Contract with Central Bureau G.A., Rotterdam, The Netherlands, for furnishing hybrid seed corn by University of Wisconsin College of Agriculture. Price \$437.50
- (b) Use of Racine YMCA gymnasium for Racine Extension Center Physical Education classes during first semester, 1948-49. Total 150.00.
Approved.

Upon motion of Regent Gelatt, seconded by Regent Kleczka, actions 1 and 2 listed under the recommendations and report of the Vice President of Business and Finance (II. Report of Actions Taken) were approved.

Upon recommendation of the Vice President of Business and Finance, and upon motion of Regent Jones, seconded by Regent Callahan, it was

VOTED, That the Vice President of Business and Finance be authorized to sign a cooperative agreement and a memorandum of understanding with the Agricultural Research Administration, United States Department of Agriculture, covering the establishment and the operation of the National Barley and Malt Laboratory at Madison, Wisconsin.

Upon recommendation of the Vice President of Business and Finance, and upon motion of Regent Werner, seconded by Regent Gelatt, it was

VOTED, That the Secretary be authorized to sign a Personal Indemnity Bond to Standard Gas and Electric Company, with The Regents of the University of Wisconsin as Principal, for the issuance of a duplicate stock certificate for one share of Standard Gas and Electric Company Common Stock, Certificate No. A0-1286, issued in the name of the Estate of Florence P. Robinson, deceased.

Upon recommendation of the Vice President of Business and Finance, and upon motion of Regent Jones, seconded by Regent Callahan, it was

VOTED, That \$62,000 be budgeted from Revolving Fund 5A, Dormitories and Commons, and disbursed to the Wisconsin University Building Corporation for the payment of construction costs on the Slichter Hall Construction Project which total \$812,000, in lieu of borrowing this amount on the mortgage.

Upon recommendation of the Vice President of Business and Finance, and upon motion of Regent Callahan, seconded by Regent Kleczka, it was

VOTED, That the following preliminary budget for the 1949 Summer Session be approved:

Administration		
Salaries and Wages	\$ 9,455	
Operation	<u>24,050</u>	\$ 33,505
Letters and Science		205,593
School of Education		89,315
College of Agriculture		28,405
College of Engineering		48,965
School of Commerce		17,210
Law School		18,393
Institutes, Clinics and Special Sessions		17,481
Contingency		<u>52,820</u>
Total Operation (1A & 1E) Eight-week Summer Session and Ten-week Law Session		\$511,687.

Upon recommendation of the Vice President of Business and Finance, and upon motion of Regent Arveson, seconded by Regent Gelatt, it was

VOTED, That the following schedule of estimated costs for the replacement of water mains at the Hydraulic Laboratory in the total amount of \$5,638, chargeable to the budget of the College of Engineering, be approved:

SCHEDULE OF ESTIMATED COSTS

Laying Pipe - Contract	\$2,778.00
Pipe	1,270.00
Fittings	665.00
Miscellaneous	25.00
Engineering Service	500.00
Contingent	<u>400.00</u>

Total Estimated Cost \$5,638.00;

that the contract for laying the pipe for the water mains at the Hydraulic Laboratory be awarded to Pharo Heating Company, Inc., Madison, on the basis of their low bid, in the amount of \$2,778; and that the Vice President of Business and Finance be authorized to sign the contract.

The Vice President of Business and Finance reported that although a great deal of work had been done in analyzing the bids received for the construction of the Dairy Building, the study was not completed, and that a decision had not yet been reached to permit the award of contracts at this time. Upon motion of Regent Gelatt, seconded by Regent Grady, it was

VOTED, That the Vice President of Business and Finance be authorized to request the low bidders on the various construction contracts for the total structure of the proposed Dairy Building to extend their bids and bid bonds to May 1, 1949.

The Secretary reported that the April meeting of the Regents had previously been postponed to April 23, 1949, that a joint meeting would be held with the Board of Visitors on April 23, 1949, and that a request had been received from the faculty section of the Regent-Faculty Conference Committee for a Regent-Faculty Conference Committee meeting at the time of the April meeting of the Regents.

Regent Jones presented the report of the Constructional Development Committee. Upon motion of Regent Jones, seconded by Regent Callahan, it was

VOTED, That, upon the recommendation of the Campus Planning Commission, the following recommendation concerning the Milwaukee Extension Division Building be adopted:

In accordance with an agreement reached in a conference of the Milwaukee Board of Public Land Commissioners, representatives of the University and the State Bureau of Engineering on February 16, 1949, and the following action of the Board of Public Land Commissioners of the City of Milwaukee

"Approval of the present plans of the Board of Regents with the condition that the third unit as presently set up in the diagrammatic sketch of the entire project be retained in the study of the plans for the third unit; i.e. the next construction of additional building space be on the east side of 7th Street from Kilbourn Avenue to State Street, connecting the two units."

and, upon recommendation of the Extension Division, the architect be directed to modify the plans and specifications of the Milwaukee Extension Division Addition to meet the request of the Board of Public Land Commissioners of the City of Milwaukee so that the East elevation will present a finished exterior and that the East and South elevations will be in conformity, and that the architect submit such revised plans for Regent approval.

Upon motion of Regent Jones, seconded by Regent Callahan, it was VOTED, That authority be granted for re-advertising for bids for the construction of sewer and water mains on Walnut Street to serve the Barley and Malt Laboratory and future University buildings in that area; and that the Executive Committee be authorized to act for the Regents in awarding contracts for this work.

Upon motion of Regent Jones, seconded by Regent Kleczka, it was VOTED, That the authority granted by the Regents on September 27, 1947, by the Executive Committee on May 6, 1948, and by the Regents on May 28, 1948, for the financing and construction of the Enzyme Laboratory Building be further amended to provide:

(a) That the Wisconsin University Building Corporation be authorized to award the contract for equipment for the Enzyme Laboratory Building to Hamilton Manufacturing Company of Two Rivers, Wisconsin, on the basis of their low bid of \$42,155, plus their Alternate Bid No. 1 of \$112.80, total \$42,267.80; and,

(b) That the following revised schedule of estimated costs for construction and equipment of the Enzyme Laboratory Building and the Addition to the Naval Armory Heating Plant (required for the Enzyme Laboratory Building Project) be approved:

REVISED SCHEDULE OF ESTIMATED COSTS
Enzyme Laboratory and Addition to
the Naval Armory Heating Plant

Construction contracts (low base bids)	\$274,472.00
Architect's Fees (6% on contracts)	16,469.00
Bureau of Engineering (Preliminary sketches, tests, supervision, etc.)	2,200.00
Equipment (low base bid of \$42,155 plus Alternate Bid No. 1 of \$112.80)	42,267.80
Interest during construction	5,220.00
Contingencies during construction (change orders on contracts, additional architect's fees, insurance, administrative expense)	13,371.20
(Cont.)	- 12 -
Total Estimated Cost	\$354,000.00

Source of Funds:

Wisconsin University Building Corporation
Borrowed Funds
Enzyme Research Equipment Funds

\$350,000.00
4,000.00 \$354,000.00;

(c) That the transfer of \$4,000 from Enzyme Research Equipment Funds to the Wisconsin University Building Corporation for the completion of this project be approved.

Upon motion of Regent Jones, seconded by Regent Callahan, it was VOTED, That authority be granted to raze the old Watson Solar Observatory.

Upon motion of Regent Jones, seconded by Regent Kleczka, it was VOTED, That authority be granted to advertise for bids for the underground work for storm and sanitary sewers and watermaines needed in connection with the proposed Addition to the Wisconsin General Hospital.

Upon motion of Regent Jones, seconded by Regent Gelatt, it was VOTED, That \$5,250 be appropriated from the War Surplus Reserve Account to Physical Plant for remodelling Rooms 166 and 167, Bascom Hall.

Upon motion of Regent Jones, seconded by Regent Callahan, it was VOTED, That \$8000 be transferred from the War Surplus Reserve Account to Physical Plant for remodeling rooms on the second floor of Sterling Hall for the Department of Physics.

Regent Kleczka presented the following recommendations of the Personnel Committee:

1. That the resignation of Professor Grant M. Hyde, as Director of the School of Journalism, be accepted; to take effect July 1, 1949. Professor Hyde will continue as Professor of Journalism and devote his full time to instruction and research.

Adopted.

2. That Ralph O. Nafziger be appointed professor of journalism and Director of the School of Journalism; effective at the beginning of the academic year 1949-50; salary at the rate of \$8750, academic year basis.

Adopted.

Upon motion of Regent Kleczka, seconded by Regent Grady, recommendations 1 and 2 of the Personnel Committee were adopted.

3. That the resignation of Gunther Muller, Carl Schurz Professor of German, for the second semester of 1948-49, be accepted.
Adopted.

4. That James W. Apple be appointed associate professor of economic entomology, beginning April 1, 1949; salary \$500.00 a month; charge \$1500 for the balance of 1948-49 to item for Professor (Hort.) R.
Adopted.

5. That George Lanphear be appointed assistant football coach in intercollegiate athletics, beginning March 15, 1949; salary \$5,500 a year, twelve months' basis; charge to 5-C Athletic Council.
Adopted.

Upon motion of Regent Kleczka, seconded by Regent Jones, recommendations 3, 4 and 5 of the Personnel Committee were adopted.

at 2:55 P.M. the meeting adjourned.

A. W. Peterson,

Secretary.

A STATEMENT ON FACULTY SALARIES BY THE UNIVERSITY COMMITTEE

The University Committee, in a report to the faculty in June, 1948, stated as follows:

"Your committee believes that strong faculties cannot be purchased in a few years, but must be built slowly, consistently and intelligently over a period of many years. A great University is the work of decades. Obviously, sufficient money for faculty salaries is an essential complement to the necessary good judgment of administrative officers and their faculty advisers. Your committee holds that a realistic view of this problem leads to the conclusion that salary scales with high salaries for the upper group in each rank are more important than minimum and average salaries in maintaining high quality in a university faculty."

In accord with this statement it was recommended that in building the 1949-51 University budget the requests include at least \$600,000, annually, for faculty salary increases to be distributed on the merit basis and that, in addition, funds to provide for the institution of salary scales as follows (academic year basis):

Instructor	\$3000 - 4500
Assistant Professor	4000 - 5500
Associate Professor	5000 - 6500
Professor	6000 - 12000

In table I it may be seen that the salary adjustments made in 1948-49 brought the average for each rank within the lower figure for that rank in the scale listed above. The Regents have requested \$1,000,000 for salary increases in 1949-50. This, if applied as an overall increase, would raise the average for the three lower ranks to somewhere near but not at the midway for each rank in the above scale.

The present recommendation before the Legislature in the Executive Budget Bill would provide a 5.3 percent overall increase in salaries and if distributed equally would result in average salaries for the respective ranks indicated in the last column of the table.

Table I

Comparison of Average Salaries (academic year) 1948-9, with projected salaries for 1949-50 (in accordance with Regents requests) and those projected in accordance with the Governor's recommendation.

Rank	Average 1948-49	Projected for 1949-50 on basis of	
		Regents' Request ¹	Governor's Recommendation ²
Instructor	3147	3524	3314
Asst. Professor	4117	4611	4335
Assoc. Professor	5056	5663	5324
Professor	6507	7288	6852

1. Based on 12 percent increase in total salary budget.
2. Based on 5.3 percent increase in total salary budget.

In Table II are shown the purchasing values of salaries at the four ranks in terms of percent of 1940 purchasing power. In the current year the values are from 9 to 21% below 1940. The Governor's recommendation would leave the deficiencies at 4 to 17% while the average per capita increase in real income of Wisconsin citizens has increased 61 percent.

The Committee wishes to register its appreciation of the fact that through the efforts of the Administration and the Board of Regents and through the cooperation of the State Government increase in cash income has been attained during the past three years. We feel that it is important to emphasize, however, that the increases are indeed small in comparison with those of the Wisconsin citizenry which the University serves. We would also point out that while the increases have necessarily been greater at the lower ranks, they have been relatively small at the professorial rank.

Table II

Purchasing Power (Percent of 1940) of Current and Projected Average Salaries*

Rank	1945- 1946	1948- 1949	Projected 1949-50	
			Regents' Recomm.	Governor's Recomm.
Instructor	91	91	102	96
Asst. Professor	81	84	94	88
Assoc. Professor	81	82	92	86
Professor	83	79	89	83

* Data taken from U.W. Teachers' Union Report of 1949.

This leads to consideration of the basic question as to whether the citizens of Wisconsin wish to continue to have a University with an outstanding faculty. The reports of this Committee in previous years, beginning with that presented in 1944, have emphasized that Wisconsin has continued to remain in a decidedly unfavorable competitive position compared with other outstanding State Universities in the Middle West. In Table III the average academic year salaries at Wisconsin and three other Mid West State Universities in 1948-49 are compared. This shows that we are approximately on a par with one of these at the three lowest ranks. The widest discrepancies are at the professor rank, (i.e. \$1067 for X; \$813 for Y; \$397 for Z). It is obvious that in the long-time pull of maintaining a strong faculty this disadvantageous position should be removed as soon as possible.

Table III

Comparison of Average Academic Year Salaries for 1948-49 with those at Three Neighboring State Institutions

Rank	Wisconsin	University		
		X	Y	Z
Instructor	3147	3567	3566	2965
Asst. Professor	4117	4691	4607	4127
Assoc. Professor	5056	5592	5563	5102
Professor	6507	7574	7320	6904

We believe, in view of (1) the lack of equitable adjustment of purchasing value of faculty salaries in comparison with that of the average income of Wisconsin citizens as a whole; and in view of (2) the disadvantageous position in which the University finds itself in the recruitment of outstanding scholars and in the retention of promising young scholars, that the request of the Regents of \$1,000,000 for salary increases in 1949-50 and of \$1,500,000 in 1950-51 are entirely justifiable in order to maintain a first-rate University.

THE UNIVERSITY COMMITTEE

J. H. Beuscher
H. M. Groves
L. E. Noland
L. F. Rader
A. L. Tatum
J. C. Walker, Chairman

ACTIONS BY THE PRESIDENT

Since the February 12, 1949 Meeting

Of The

Board of Regents

<u>Type of Action</u>	<u>Number</u>	<u>Page</u>
Resignations	1 through 36	1 through 2
Appointments	1 through 128	3 through 10
Salary and Service Adjustments	1 through 62	11 through 15

RESIGNATIONS:

1. Darrell G. Wells, assistant in agronomy, January 31, 1949.
2. Josephine M. Browne, assistant in veterinary science, January 31, 1949.
3. Arnold Berge, scholar in short course, for third term short course.
4. William B. Beardmore, assistant in agricultural bacteriology, at the end of the first semester 1948-49.
5. Richard E. Paynter, house fellow, University of Wisconsin Truax Project, January 31, 1949.
6. Raymond B. Kuefler, graduate assistant, physical education - men, at the close of the first semester 1948-49.
7. Douglas R. Kanitz, house fellow, University of Wisconsin Truax project, January 31, 1949.
8. Ruth Aldrich, teacher of English, Wisconsin High School, January 28, 1949.
9. Pablo B. Vázquez-Calcerrada, non-resident scholar in rural sociology, for the academic year 1948-49.
10. David B. Fordyce, research assistant in chemistry, January 31, 1949.
11. Beth Shafer, graduate assistant, division of social education, February 1, 1949.
12. Stanley K. Shapiro, research assistant in agricultural bacteriology, January 31, 1949.
13. Harold W. Mueller, house fellow, University of Wisconsin Truax Project, January 31, 1949.
14. Amy H. Smith, assistant professor - recorder, extension division, February 11, 1949. (Deceased)
15. Edward Q. Moulton, research assistant in civil engineering, January 29, 1949.
16. David H. Earle, research assistant in physics, graduate school, January 31, 1949.
17. Frank C. Shoemaker, research assistant in physics, January 31, 1949.
18. Emilio Del Toro, Jr., assistant in dairy husbandry, January 31, 1949.
19. Robert P. Beyerle, assistant in animal husbandry, February 17, 1949.
20. Geraldine Krawczak, assistant in plant pathology, February 23, 1949.
21. Marion A. Nichol, research assistant in botany, January 31, 1949.
22. Ching Shen Chu, university scholar in political science, January 5, 1949.
23. Betty I. Isakson, assistant in veterinary science, December 31, 1948.

RESIGNATIONS:

24. Luis Pérez-Pardo, graduate assistant in Spanish, December 18, 1948.
25. Ursula E. Eder, international scholar, at the beginning of the second semester 1948-49.
26. Albert J. Daeley, scholar in European history, at the beginning of the second semester 1948-49.
27. Ruth I. Aldrich, university scholar in English, at the beginning of the second semester 1948-49.
28. Rannzo Leo, non-resident scholar in physics, at the beginning of the second semester 1948-49.
29. Marshall N. Grant, university fellow in agronomy, at the beginning of the second semester 1948-49.
30. Floyd E. Moeller, university fellow in economic entomology, at the beginning of the second semester 1948-49.
31. David Ta-Hui Ma, non-resident scholar in political science, at the beginning of the second semester 1948-49.
32. Nils Orvik, international scholar in history, at the beginning of the second semester 1948-49.
33. Edward J. Smith, non-resident scholar in economics, at the beginning of the academic year 1948-49.
34. Helmut W. Engelman, instructor in mechanical engineering, February 1, 1949.
35. Delbert A. Wanless, instructor, agriculture extension, boys and girls clubs, Washington county, (Club agent), January 15, 1949.
36. Paul G. Fluck, instructor in mechanics, beginning second semester 1948-49. (Transferred to Engineering Experiment Station)

APPOINTMENTS:

1. The following persons appointed instructors in Mechanical Drawing, Extension Division, for the second semester 1948-49, (part-time) at the salaries indicated below:

Morris M. Anderle, \$300.
Waldo H. Berry, \$300.
Marvin C. Besserdich, \$300.
Henry R. Hainer, \$300.
Vernon I. Halversen, \$300.
Walter H. Losse, \$300.
Harry C. Nelson, \$600.
Elmer Nesheim, \$300.
Bernard H. Wulk, \$300.

2. The following persons appointed part-time instructors in the extension division for the second semester, in the courses and at the salaries indicated below:

Ora Miller Showers, English at \$750.
Helen D. Chapman, Mathematics at \$900.
Elizabeth L. Myers, History at \$750.
Eldon W. Downs, History at \$1500. (Full time)
Laverne A. Hoffman, Journalism at \$400. (Racine center)
Ralph J. Houghton, Music at \$320. (Racine center)
Lillian J. James, Music at \$950. (Racine center)
Frank N. Simon, Mathematics at \$1500. (full-time, Racine center)
Hilding V. Foreen, Mathematics at \$900.

3. Walter S. Plaut, research assistant in genetics (part-time), February 7-June 30, 1949 at \$438.71.
4. Willard C. Robocker, research assistant in agronomy, February 1-June 30, 1949 at \$458.35.
5. Bennett G. Buell, research assistant in chemistry, February 1-June 30, 1949 at \$458.35.
6. Kensal E. Van Holde, research assistant in chemistry, second semester 1948-49 at \$450.
7. Jack H. Crabb, graduate assistant, physical education - men, second semester 1948-49 at \$450.
8. George E. Wheeler, graduate assistant, physical education - men, second semester 1948-49 at \$450.
9. Marshall R. Taylor, graduate assistant, physical education - men, second semester 1948-49 at \$450.
10. Kenneth R. Hopkins, graduate assistant, half-time, division of social education, beginning February 1, 1949, at \$100 per month.
11. Helen A. Leiser, assistant in biochemistry (technical), February 1-June 30, 1949 at \$150 per month.
12. Richard Behrens, assistant in agronomy, half-time, February 1-June 30, 1949 at \$91.67 per month.

APPOINTMENTS:

13. Robert A. LePage, research assistant in chemical engineering, February 1-June 30, 1949 at \$90 per month.
14. George M. Wilmsen, research assistant in chemical engineering, February 1-June 30, 1949 at \$90 per month.
15. William F. Stevens, research assistant in chemical engineering, February 1-June 30, 1949 at \$90 per month.
16. Ben Pansky, research assistant in anatomy, February 1-June 30, 1949 at \$458.35
17. Ferne Bowman, research assistant in home economics, second semester 1948-49 at \$450.
18. Howard P. Becker, give one lecture at Fond du Lac and Manitowoc Extension Centers, April, 1949 at \$35 each.
19. Lewis E. Drake, give one lecture at Fond du Lac and Manitowoc Extension Centers, November, 1948 at \$35 each.
20. Wallace F. Huber, coordinator in dental assistant training class, Milwaukee evening class, second semester, 1948-49 at \$195.
21. Ralph C. Frank, associate in tumor clinic, beginning January 1, 1949 at \$1000 on a yearly basis.
22. Howard J. Tatum, associate in tumor clinic, beginning January 1, 1949 at \$800 on yearly basis.
23. John T. McCoy, associate in tumor clinic, beginning January 1, 1949 at \$800 on yearly basis.
24. Paul E. Patterson, write courses in engineering (automobile chassis and running gear, USAFI J217), Extension Division, January, 1949 at \$400.
25. Karl U. Smith, conduct lecture discussion group in industrial psychology at Fond du Lac, December, 1948 at \$30.
26. Ricardo, B. Quintana, give one lecture in series, America and England in Fiction and Poetry, Madison evening class, November, 1948 at \$15.
27. Eduardo A. Neale-Silva, give one lecture, Sheboygan extension center lecture series, April, 1949 at \$35.
28. Helen C. White, give one lecture at Green Bay and Kenosha extension centers, February and March, 1949 at \$35 each.
29. Helen C. White, give one lecture in series, America and England in Fiction and poetry, Madison evening class, October, 1948 at \$15.
30. Jerre L. Noland, research associate in biochemistry, February 1-June 30, 1949 at \$500 for the period.
31. Geoffrey H. Moore, give two lectures in series, America and England in Fiction and Poetry, Madison evening class, November and December, 1948 at \$15 each.

APPOINTMENTS:

32. Geoffrey H. Moore, give one lecture at Green Bay, Marinette, and Wausau extension centers, December, 1948; February, 1949 (2) at \$35 each.
33. William P. Mortenson, give one lecture at Green Bay, Sheboygan, and Wausau, extension centers, November, 1948(2); April, 1949 at \$35 each.
34. Paul L. Wiley, give one lecture in series, America and England in Fiction and Poetry, Madison evening class, November, 1948 at \$15.
35. Bruce I. Granger, give one lecture in series, America and England in Fiction and Poetry, Madison evening class, December, 1948 at \$15.
36. Norris F. Hall, give one lecture, Wausau extension center lecture series, January, 1949 at \$50.
37. Harry F. Harlow, conduct lecture discussion group in industrial psychology at Fond du Lac, December, 1948 at \$30.
38. Frederick J. Hoffman, give one lecture in series, America and England in Fiction and Poetry, Madison evening class, October, 1948 at \$15.
39. A. Campbell Garnett, give one lecture at Green Bay, Kenosha, Marinette, and Wausau extension centers, November, 1948; January, 1949 (2); and March, 1949 at \$35 each.
40. Paul M. Fulcher, give two lectures in series, America & England in Fiction and Poetry, Madison evening class, October and December, 1948 at \$15 each.
41. Curtis B. Gallenbeck, conduct lecture discussion group in industrial psychology in Fond du Lac, December, 1948 at \$25.
42. Howard P. Becker, give one lecture, Wausau extension center lecture series, February, 1949 at \$35.
43. I-Yuan Shie, research assistant in geography, second semester, 1948-49 at \$450.
44. The following persons appointed junior teachers at the Badger Nursery, beginning January 1, 1949 (month to month appointments) at the salaries indicated below:
 - Phyllis J. Archambeau, \$.75 per hour.
 - Irene M. Bitney, \$.75 per hour.
 - Beverly Camm, \$.60 per hour.
 - Beverly M. Kirchhoff, \$.75 per hour.
 - Barbara L. Stellrecht, \$.60 per hour.
45. Roger B. Maas, teach class in speech correction 25 at Merrill, beginning January 11, 1949 for sixteen weeks at \$350.
46. Frances P. Kimmey, teach "A Music Program for Rural and Elementary Teachers," Music 203, at Verona, beginning January 24, 1949 for sixteen weeks at not to exceed \$319.
47. Agnes A. Jones, teacher of home economics, Wisconsin High School, February 1, 1949-June 7, 1949 at \$1600.

APPOINTMENTS:

48. Seymour B. Koritz, teaching assistant in physiological chemistry, February 1, 1949-June 30, 1949 at \$100 per month.
49. Margaret E. Meyer, teacher of English (1/4 time), Wisconsin High School, beginning January 31, 1949 for the remainder of the second semester at \$400.
50. Charles B. Lee, teach class in electrical engineering - A.C. current, Racine extension center, beginning February 21, 1949 for sixteen weeks at \$200.
51. Harry L. Kunze, teach income tax problems 42b, Milwaukee evening class, second semester 1948-49 at \$240.
52. Robert T. Larsen, teach business finance 137, Milwaukee evening class, second semester 1948-49 at \$200.
53. Larry C. Lawrence, teach commercial journalism 19, Milwaukee evening class, second semester 1948-49 at \$275.
54. Elmer W. Lentz, teach property management 312b, Milwaukee evening class, second semester 1948-49 at \$340.
55. Robert F. Luckes, teach production planning and control 251, Milwaukee evening class, second semester 1948-49 at \$215.
56. John A. Meyers, teach industrial supervision 357b, Milwaukee evening class, second semester 1948-49 at \$215.
57. Ruth Morton, teach period furniture, Milwaukee evening class, second semester 1948-49 at \$240.
58. Donald O. Olson, teach advanced public speaking 707, sections one and two, Milwaukee evening class, second semester 1948-49 at \$450.
59. Alex Paalu, teach industrial electronics laboratory 7a (assistant), second semester 1948-49 at \$170.
60. William S. Packham, teach introductory accounting 2C, section 1, Milwaukee evening class, second semester 1948-49 at \$365.
61. Alfred G. Pelikan, teach life drawing and painting, Milwaukee evening class, second semester 1948-49 at \$180.
62. Alexander R. Purin, teach creative design 7, Milwaukee evening class, second semester 1948-49 at \$120.
63. Charles H. Randolph, teach, heating, ventilating and air conditioning 223b, Milwaukee evening class, second semester 1948-49 at \$240.
64. Walther Richter, teach selected topics in electrical engineering 360, Milwaukee evening class, second semester 1948-49 at \$280.
65. Carl E. Riemenschneider, teach architectural design 2b, Milwaukee evening class, second semester 1948-49 at \$215.

APPOINTMENTS:

66. Charles A. Roloff, teach intermediate accounting 3, Milwaukee evening class, second semester 1948-49 at \$215.
67. Roth S. Schleck, teach introductory accounting 2a, section 2, Milwaukee evening class, second semester 1948-49 at \$215.
68. Martin J. Seibert, teach office management 354, Milwaukee evening class, second semester 1948-49 at \$215.
69. Adrienne A. Shove, teach photograph tinting for beginners, two sections, Milwaukee evening class, second semester 1948-49 at \$120 each section.
70. Donald L. Trythall, teach introductory accounting 1C, section one, Milwaukee evening class, second semester 1948-49 at \$365.
71. Frank O. Kovich, teach factory management 601, Milwaukee evening class, second semester 1948-49 at \$255.
72. David F. Kahn, teach psychology of human behavior, Milwaukee evening class, second semester 1948-49 at \$120.
73. Richard C. John, teach retail store management 526, Milwaukee evening class, second semester 1948-49 at \$200.
74. Edward F. Jennik, teach auditing 15a, Milwaukee evening class, second semester 1948-49 at \$215.
75. Floyd E. Jenkins, teach law of contracts and agency 101, and law of partnerships and corporations 103, Milwaukee evening class, second semester 1948-49 at \$255 each class.
76. Marvin Holz, teach the collective bargaining agreement 10, and law of sales and negotiable instruments 102, Milwaukee evening class, second semester 1948-49 at \$215 each class.
77. Richard W. Hoffman, teach introductory accounting 2b, Milwaukee evening class, second semester 1948-49 at \$215.
78. Frank W. Hashek, teach freight rates and tariff interpretation 352b, and rate making and freight rate structures 353, and procedures before the I.C.C. 354, Milwaukee evening classes, second semester 1948-49 at \$255 each class.
79. Raymond E. Hansen, teach introductory accounting 1, Milwaukee evening class, second semester 1948-49 at \$215.
80. Loring T. Hammond, teach salesmanship 500a, Milwaukee evening class, second semester 1948-49 at \$425.
81. Lester D. Hafemeister, teach opportunities in advertising 528, Milwaukee evening class, second semester 1948-49 at \$595.
82. Benjamin F. Guy, teach motion and time study 250a, Milwaukee evening class, second semester 1948-49 at \$215.
83. Philip W. Grossman, teach real estate appraisals 310b, Milwaukee evening class, second semester 1948-49 at \$340.

APPOINTMENTS:

84. Donald D. Ferguson, teach introductory accounting 2a, section one, Milwaukee evening class, second semester 1948-49 at \$215.
85. Carl F. Eschner, teach motion and time study 250b, Milwaukee evening class, second semester 1948-49 at \$215.
86. Herbert O. Donner, teach intermediate accounting 4, sections one and two, Milwaukee evening classes, second semester 1948-49 at \$215 each section.
87. Justin A. Deubel, teach measurement and control 362, Milwaukee evening class, second semester 1948-49 at \$340.
88. Howard E. Clarke, teach C.L.U. review part A. (second half), Milwaukee evening class, second semester 1948-49 at \$425.
89. Douglas Carman, teach personal finance and investments 403a, Milwaukee evening class, second semester 1948-49 at \$255.
90. Robert A. Burmeister, teach metals and their physical testing 494b, Milwaukee evening class, second semester 1948-49 at \$340.
91. Otto H. Braun, teach cost control in mechanical design 296, Milwaukee evening class, second semester 1948-49 at \$240.
92. Lawrence E. Brandt, teach business report writing 703, Milwaukee evening class, second semester 1948-49 at \$200.
93. Ralph J. Book teach introductory accounting 2C, section two, Milwaukee evening class, second semester 1948-49 at \$365.
94. Olin H. Berryman, teach advanced credits and collections 132, Milwaukee evening class, second semester 1948-49 at \$255.
95. Prisca Batz, teach shorthand speed building 717a, 717b, 717c, Milwaukee evening class, second semester 1948-49 at \$110 each class.
96. Robert M. Bartels, teach buying for retail stores 527, Milwaukee evening class, second semester 1948-49 at \$200.
97. Joseph R. Barnett, teach introductory accounting 1C, section two, Milwaukee evening class, second semester 1948-49 at \$290.
98. Ferdinand Aumueller, teach advertising principles 502 and advertising campaigns 504, Milwaukee evening class, second semester 1948-49 at \$215/class
99. Alton D. Block instructor (dairy agent), agriculture extension, Dodge county, beginning July 1, 1949 at \$241.67 per month.
100. Harold Schoessow, scholar in the short course, for third term short course 1948-49 at \$25 per payment.
101. Alejandro M. Osorio, international scholar in agricultural economics, first semester 1948-49.

APPOINTMENTS:

- ✓ 102. Alan E. Pierce, international scholar in veterinary science, academic year 1943-49.
- ✓ 103. Nam Kyu Chung, international scholar in agricultural economics, second semester 1948-49.
- ✓ 104. William H. Bennett, honorary scholar in agronomy, second semester 1943-49.
- ✓ 105. John C. Ahlgrimm, appointed to Frazer scholarship for year 1948-49 at \$125.
- ✓ 106. George P. Colbert, appointed to Frazer scholarship for year 1943-49 at \$125.
- ✓ 107. Frank J. Remington, appointed to anonymous scholarship for first semester 1943-49 at \$125.
- ✓ 108. Stephen F. Sherwin, non-resident scholar in commerce, academic year 1943-49.
- ✓ 109. Robert L. Bort, appointed to undergraduate RCA scholarship for academic year 1948-49 at \$60 per month for ten months.
- ✓ 110. Ruthmarie Reich, appointed to University of Wisconsin Foundation scholarship for 1948-49 at \$50 per month, first payment to be made in February, 1949. (Total of \$250.)
- ✓ 111. William C. Albright, appointed to University of Wisconsin Foundation scholarship for 1948-49 at \$585. (\$210 already paid, balance to be paid at the rate of \$75 per month beginning in February, 1949.
- ✓ 112. Carl H. Hoffman, Ciba fellow in chemistry, December 1, 1949-June 30, 1949 at \$700.
- ✓ 113. David B. Fordyce, carbide and carbon fellow in chemistry, February 1-June 30, 1949 at \$750.
- 114. Richard Wittenkamp, fellow in soils, February 1-March 31, 1949 at \$250/month.
- ✓ 115. Jule D. Knapp, house fellow, University of Wisconsin Truax Project, beginning February 1, 1949 at \$55 per month.
- ✓ 116. John L. Severson house fellow, University of Wisconsin Truax Project, beginning February 1, 1949 at \$55 per month.
- ✓ 117. John M. Kuhlman, housefellow, residence halls, beginning February 1, 1949 for the remainder of the second semester for board and part of room.
- ✓ 118. Alvin R. Meyer, resident fellow in residence halls, beginning February 1, 1949 for the remainder of the second semester for board and part of room.
- ✓ 119. Alfred M. Ellrodt, resident fellow in residence halls, beginning February 1, 1949 for the remainder of the second semester for board and room.
- ✓ 120. Wilton J. Baechler, head fellow, residence halls, beginning February 1, 1949 for the remainder of the second semester for room and board plus \$25/month.

APPOINTMENTS:

- ✓ 121. David Weber, resident fellow, residence halls, beginning February 1, 1949 for the remainder of the second semester for board and part of room.
- ✓ 122. David G. Smith, Charles Pfizer fellow in chemistry, February 1-June 30, 1949 at \$500.
- ✓ 123. George P. Gregory, Allied Chemical and Dye Corporation fellow in chemistry, February 1-June 30, 1949 at \$500.
124. James N. Kavanaugh, assistant professor, agriculture extension, county representative system, Brown county, beginning January 1, 1949 at \$191.67 per month.
125. Mamie Tillema, instructor, home economics extension, Green county, beginning January 1, 1949 at \$191.67 per month.
126. Harold L. Johnson, assistant professor of astronomy, February 1-July 1, 1949 at \$425 per month.
127. William P. Stilwell, instructor, industrial management institutes, extension division, February 1, 1949-June 30, 1949 at \$275 per month.
128. Betty L. Torgerson, instructor, photographic laboratory, extension division, February 1, 1949-June 30, 1949 at \$225 per month.

SALARY AND SERVICE ADJUSTMENTS:

1. Betty J. Oestmann, instructor in chemistry, Milwaukee extension center, salary increased from \$1350 to \$1500 for the second semester 1948-49.
2. Esther W. Benson, read correspondence study papers in English on a fee basis, extension division, salary increased from not to exceed \$500 to not to exceed \$800 for fiscal year, July 1, 1948-June 30, 1949. (increase month limitation from not to exceed \$60 to not to exceed \$90.)
3. Donald J. Buroker, read A.F.I. correspondence study papers in mechanical engineering on a fee basis, salary reduced from not to exceed \$600 to not to exceed \$400 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$50 in any one month.)
4. Thomas P. Colbert, read A.F.I. correspondence study papers in mechanical engineering on a fee basis, salary reduced from not to exceed \$800 to not to exceed \$500 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$100 in any one month.)
5. Langdon P. Divers, read A.F.I. correspondence study papers in Aeronautics and Science on a fee basis, salary reduced from not to exceed \$1,000 to not to exceed \$600 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$150 in any one month.)
6. Paul E. Patterson, read correspondence study papers in electrical engineering and physics on a fee basis, salary reduced from not to exceed \$1500 to not to exceed \$1200 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$150 in any one month.)
7. Paul E. Patterson, read A.F.I. correspondence study papers in mechanical and electrical engineering on a fee basis, salary reduced from not to exceed \$2800 to not to exceed \$2600 for fiscal year, July 1, 1948-June 30, 1949.
8. Ralph B. Paulsen, read A.F.I. correspondence study papers in mechanical engineering on a fee basis, salary reduced from not to exceed \$500 to not to exceed \$300 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$70 in any one month.)
9. Eldon C. Wagner, read correspondence study papers in civil and structural engineering on a fee basis, salary reduced from not to exceed \$500 to not to exceed \$300 for period, September 1, 1948-June 30, 1949. (Not to exceed \$50 in any one month.)
10. Jerre L. Noland, project associate in biochemistry, rank changed from research assistant to project associate, salary increased from \$91.67 per month to \$125 per month, effective February 1, 1949 for five months.
11. Arthur R. English, assistant in agricultural bacteriology, salary transferred from 15 (Schenley #356) to instruction, for second semester 1948-49 at \$450. (half time)
12. Robert C. Pittenger, assistant in agricultural bacteriology, salary transferred from instruction to 15 (Research) (Upjohn #628), February 1, 1949-June 30, 1949 at \$458.35.
13. Alvin C. Jindra, instructor, agriculture extension, boys and girls clubs, Columbia county, changed from assistant county agent to club agent, salary increased by \$100 per year beginning January 1, 1949

SALARY AND SERVICE ADJUSTMENTS:

14. William O. Bennett, instructor, agriculture extension, boys and girls clubs, Crawford county, transferred from assistant county agent to club agent beginning January 1, 1949 with no change in state salary.
15. Mary E. Giezendanner, instructor, home economics extension, St. Croix county, salary increased at the rate of \$200 per year beginning January 1, 1949.
16. Raymond A. Patterson, basketball assistant, intercollegiate athletics, beginning January 1, 1949 for four months at \$30 per month. (Original appointment was for seven months beginning October 1, 1948 at \$75 per month.)
17. Frank Urban, teach two sections of microbiology and one section of anatomy for nurses, Green Bay extension center, salary increased from \$1400 to \$1500 for period beginning September 20, 1948 and continuing for sixteen weeks.
18. Jeanette M. Horn, instructor, agricultural journalism, change from half-time assistant to instructor, February 1, 1949-June 30, 1949 at \$250 per month.
19. Sarah L. Dye, assistant in plant pathology, adjust from half to full time, February 1-June 30, 1949 at \$150.
20. Myrna S. Bordelon, teach economic basis of collective bargaining, school for workers, salary increased from \$200 to \$260 for two additional lectures in January, 1949.
21. George E. Dauplaise, teach chemistry for nurses, Green Bay extension center, salary increased from \$400 to \$500 for period September 20, 1948 for sixteen weeks.
22. Helen B. Wingert, read correspondence study papers in home economics on a fee basis, salary increased from not to exceed \$50 to not to exceed \$100 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$25 in any one month.)
23. Phil H. Thern, read A.F.I. correspondence study papers in Aeronautics on a fee basis, salary increased from not to exceed \$400 to not to exceed \$700 for period July 1, 1948-June 30, 1949. (Monthly limitation increased from not to exceed \$60 per month to not to exceed \$120 per month.)
24. Harold P. Boettcher, read correspondence study papers in civil and structural engineering on a fee basis, salary increased from not to exceed \$350 to not to exceed \$500 for period, July 1, 1948-June 30, 1949. (Not to exceed \$50 in any one month.)
25. Velma F. Hamilton, read correspondence study papers in sociology on a fee basis, salary reduced from not to exceed \$500 to not to exceed \$211.50 for fiscal year, July 1, 1948-June 30, 1949. (Not to exceed \$60 in any one month.)
26. Jean G. Wiley, read A.F.I. correspondence study papers in English on a fee basis, salary increased from not to exceed \$600 to not to exceed \$1500 for fiscal year, July 1, 1948-June 30, 1949.
27. Edith M. Brevig, assistant professor, home economics extension, LaCrosse county, promoted in rank from instructor to assistant professor, beginning January 1, 1949. (No change in state salary.)

SALARY AND SERVICE ADJUSTMENTS:

28. Guy R. Spencer, assistant professor of veterinary science, promoted in rank from instructor to assistant professor, salary adjusted from \$100 to \$119.56R; from \$283.33 to \$338.77 3W-R, February 1-June 30, 1949.
29. Helen M. Bowland, assistant in animal husbandry (extension), salary increased from \$160 to \$175 per month for period January 1-June 30, 1949.
30. Olin T. Fosgate, instructor in dairy husbandry, agricultural portion of salary adjusted from \$20.00 to \$10.00 and \$10.00 lodging for period, December 1, 1943-June 30, 1949.
31. Stoughton F. White, instructor and chief resident in urology, department of surgery, beginning January 1, 1949 at \$200 per month.
32. Erven J. Long, assistant professor in agricultural economics, rank changed from instructor to assistant professor, beginning second semester 1948-49 at \$400 per payment. (No change in salary.)
33. James K. McDermott, instructor in agricultural journalism, changed from academic to twelve months' basis, February 1-June 30, 1949 at \$300 per month.
34. Eulilla Emberson, instructor, home economics extension, Rusk county, salary increased at the rate of \$200 per year beginning January 1, 1949. (\$266.67 per month.)
35. Grace Langdon, assistant professor of journalism, adjusted from half to full time, June 16-30, 1949 at \$358.33 per month.
36. Herbert W. Kinney, instructor, agriculture extension, county representative system, Iron county, salary increased at the rate of \$100 per year beginning January 1, 1949.
37. Frances C. Enright, instructor in mathematics, Racine extension center, (part time), salary increased from \$250 to \$275 for the first semester 1948-49 beginning October 25, 1948.
38. Muriel Feigelson, project assistant in the enzyme institute, salary increased to \$2,138.92, January 1-August 31, 1949.
39. Edith P. Reitan, instructor, school of nursing, reduced to three-fifths time beginning January 1, 1949 at \$3240. (Due to illness in the family.)
40. Lyle B. Atkinson, instructor, agriculture extension, county representative system, Adams county, salary increased at the rate of \$300 per year beginning January 1, 1949.
41. Myrtle H. Webb, instructor, home economics extension, Adams county, salary increased at the rate of \$300 per year beginning January 1, 1949.
42. J. Fred Magnus, assistant professor, agriculture extension, county representative system, Outagamie county, promoted in rank from instructor to assistant professor beginning January 1, 1949. (No change in salary.)
43. Sidney S. Mathisen, assistant professor, agriculture extension, county representative system, Milwaukee county, rank changed from instructor to assistant professor beginning January 1, 1949. (No change in salary.)

SALARY AND SERVICE ADJUSTMENTS:

44. Harlan G. Seyforth, assistant professor, agriculture extension, county representative system, Pierce county, rank changed from instructor to assistant professor, beginning January 1, 1949. (No change in salary.)
45. J. Bruce Tasker, instructor, agriculture extension, county representative system, Eau Claire county, salary increased at the rate of \$250 per year beginning January 1, 1949.
46. John M. Theisen, instructor, agriculture extension, county representative system, Oconto county, salary increased at the rate of \$100 per year beginning January 1, 1949.
47. William H. Dougherty, assistant professor, agriculture extension, county representative system, Washburn county, salary increased at the rate of \$100 per year; rank adjusted from instructor to assistant professor beginning January 1, 1949.
48. Frederic C. Dahms, instructor, agriculture extension, county representative system, Grant county, salary increased at the rate of \$100 per year beginning January 1, 1949.
49. Raymond E. Polzin, instructor, agriculture extension, county representative system, Clark county, salary increased at the rate of \$100 per year, beginning January 1, 1949.
50. George Dehnert, instructor, agriculture extension, county representative system, Grant county, salary increased at the rate of \$100 per year beginning January 1, 1949.
51. Myron E. Jeglum, instructor, agriculture extension, county representative system, Green county, salary increased at the rate of \$100 per year beginning January 1, 1949.
52. Priscilla D. Warthman, instructor, home economics extension, Walworth county, salary increased at the rate of \$200 per year beginning January 1, 1949.
53. Cecelia M. Shestock, assistant professor, home economics extension, Wood county, promoted in rank from instructor to assistant professor beginning January 1, 1949. (\$200 per month.)
54. Carl R. Zoerb, assistant professor, agriculture extension, county representative system, Taylor county, promoted in rank from instructor to assistant professor, beginning January 1, 1949. (No change in state salary.)
55. Oscar G. Woelfel, assistant professor, agriculture extension, county representative system, Oconto county, promoted in rank from instructor to assistant professor, beginning January 1, 1949. (No change in state salary.)
56. James G. Beattie, assistant professor, agriculture extension, county representative system, Walworth county, salary increased at the rate of \$300 per year, beginning January 1, 1949.
57. Lyla M. Rice, instructor, agriculture extension, boys and girls clubs, Chippewa county, salary increased at the rate of \$200 per year, beginning January 1, 1949.

SALARY AND SERVICE ADJUSTMENTS:

58. Richard J. Hauser, instructor, agriculture extension, boys and girls clubs, Ozaukee county, transferred from county agent in training to county club agent; salary increased at the rate of \$100 per year, beginning January 5, 1949.
59. Marion L. Ransom, instructor, home economics extension, Waushara county, salary increased at the rate of \$200 per year, beginning January 1, 1949.
60. Ardith A. Huckstead, instructor, home economics extension, Pierce county, salary increased at the rate of \$200 per year, beginning January 1, 1949.
61. Alice P. Davis, instructor, home economics extension, Dane county, salary increased at the rate of \$100 per year, beginning January 1, 1949.
62. Elizabeth C. Davies, instructor, home economics extension, Sauk county, salary increased at the rate of \$200 per year, beginning January 1, 1949.