

10-15-1928

Proceedings of the Normal School Board of the State of Illinois

Illinois Department of Registration and Education

Illinois Normal School Board

Follow this and additional works at: http://opensiuc.lib.siu.edu/ua_bot_reports

This file also contains proceedings from September 24, 1928.

Recommended Citation

, and , . "Proceedings of the Normal School Board of the State of Illinois." (Oct 1928).

This Article is brought to you for free and open access by the University Archives at OpenSIUC. It has been accepted for inclusion in Reports of the Board of Trustees, Southern Illinois University by an authorized administrator of OpenSIUC. For more information, please contact opensiuc@lib.siu.edu.

STATE OF ILLINOIS

DEPARTMENT OF REGISTRATION AND EDUCATION

THE NORMAL SCHOOL BOARD

Ex-officio Members

A. M. Shelton, Director of Registration and Education,
Springfield, Chairman

Francis G. Blair, Superintendent of Public Instruction,
Springfield, Secretary

Appointed Members

Term Expires:

1929

Elmer T. Walker, Macomb

Ernest E. Cole, Chicago

James B. Loebner, Chicago

1931

John C. Allen, Monmouth

Frank M. Hewitt, Carbondale

N. M. Mason, Oglesby

1933

Edgar B. Still, DeKalb

Mrs. Martin K. Northam, Evanston

Charles E. McMorris, Marshall

Presidents of Normal Schools

David Felmley, A. B., LL. D., L. H. D.

Illinois State Normal University, Normal

Henry W. Shryock, Ph. B.,

Southern Illinois State Normal University, Carbondale

J. C. Brown, A. M.,

Northern Illinois State Teachers College, DeKalb

Livingston C. Lord, A. M., LL. D.,

Eastern Illinois State Teachers College, Charleston

Walter P. Morgan, A. B., A. M.,

Western Illinois State Teachers College, Macomb

STANDING COMMITTEES

Finance

Mr. Walker
 Mr. Allen
 Mr. McMorris
 Mr. Mason
 Mrs. Northam
 The Chairman
 The Secretary

Supplies and Equipment

Mr. Allen
 Mr. Cole
 Mr. Mason
 Mr. Hewitt
 Mrs. Northam
 The Chairman
 The Secretary

Faculty and Curricula

Mr. Cole
 Mr. Allen
 Mr. Walker
 Mr. Still
 Mr. Loebner
 The Chairman
 The Secretary

Buildings and Grounds

Mr. Still
 Mr. Cole
 Mr. McMorris
 Mr. Hewitt
 Mr. Loebner
 The Chairman
 The Secretary

Dormitory

Mr. Loebner
 Mr. Mason
 Mrs. Northam
 The Chairman
 The Secretary

MINUTES OF THE MEETING OF THE
NORMAL SCHOOL BOARD.

The Normal School Board met in the office of Director Shelton, 130 North Wells Street, Chicago, at 9:30 A. M., September 24, 1928.

Members present: Messrs. Cole, Hewitt, McMorris, Mason, Shelton, Stil and Blair.

Members absent: Messrs. Allen, Loebner, Walker, and Mrs. Northam.

All of the presidents were present.

The minutes of the previous meetings were presented and approved.

It was decided that the presidents, in offering their reports, should defer any discussion of their budgets until after all the regular reports were in.

SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY.

President Shryock presented his report, which was received, placed on file, and is made a part of these minutes. This report follows:

Carbondale, Illinois,
September 24, 1928.

To the Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report for the Southern Illinois State Normal University:

I. STUDENTS.

1. Attendance, Summer Quarter, 1928.

(First six weeks)

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	52	46	98	99
Juniors	120	195	315	233
Sophomores	111	429	540	466
Freshmen	97	335	433	546
Graduate students	20	7	27	...
Total			1413	1344
b. Unclassified	70	128	198	231
c. High school .....	...	...	115	109

Grand total above eighth
grade

1726 1684

(Second six weeks)

a. College:				
Seniors	46	40	86	83
Juniors	83	108	191	160
Sophomores	77	228	305	293
Freshmen	55	151	206	295
Graduate students	16	4	20	...
Total			808	831
b. Unclassified	45	42	86	90
c. High school .....	...	...	53	61

Grand total above eighth
grade

947 982

2. Graduation.

The following students received diplomas July 21, 1928:

SENIOR COLLEGE.

Bonnie Batson	Sidna Mullineaux
John Lester Buford	Harvey M. Munger
Blanche Herman Hickey	Velma Radford
Bain Wallace Hunsaker	Pauline Organ Whiting
Nannie Lucille Jones	Blanche Wilhelm
Ruth Evelyn McCown	Carl Eugene Williams
Benjamin Merkel	

JUNIOR COLLEGE.

Howard T. Abernathie	John R. Carter
Verbal Adkisson	Lelia Augusta Carter
James Frederick Allen	Ralph Casper
Mabel Keller Anderson	Ray Coffey
Olive Barham	Ora M. Coggins
Gladys Barnes	Anna L. Corzine
Forrest A. Benner	Violet Cox
Annie Billingsley	Wilson Crim
Erple Boos	Bessie M. Curtis
E. Elvira Booth	Dean DeLay
Irene Boughers	Effie Denison
Ralph Brimm	Mary Leota Dillinger
Florence Crain Brummett	Elizabeth Donnelly
Elizabeth Burnett	Orpha Randolph Edwards

JUNIOR COLLEGE—Concluded.

Homer Fields	Flora Mae Patterson
Mary Margaret Gear	Lois Pavey
Tillie Ida Hafley	Mildred Mae Porter
Alleen Elizabeth Hahn	Margaret L. Preston
Naomi Harris	June Wendell Price
Christine Hicks	Mayme Reed
Ella Hise	Margaret Aileen Rushing
James Grover Hopkins	Beatrice Sangwin
Nellie Mae Horrell	Sumner B. Schmidt
Jennie Lucille Howard	Winna Mary Scott
Hollie M. Hunsaker	Virginia Mabel Scull
Mildred Irwin	Fred Shappard
Nelle Jenkins	Clara F. Sherman
Leonard L. Jones	Gertrude Shingleton
Wendell H. Keith	Charles Bertis Smith
Elizabeth Kennedy	Mardella L. Sorrells,
Rachel Ruth Knapp	Vivian Sowers
Margaret Lane	Zella Sutton
Hilda Marlow	Hal DeVere Varvil
Helen Mathis	Winifred Vernor
Ellen Matthews	Ervin H. Warren
Mary E. Mayfield	J. Myles Webb
Inez McClelland	Naomi Randolph Webb
Rosemary Mills	Leonard Paul Will
J. Raymond Moss	Alvin Lacy Williams
Hazel Nelms	Hugh S. Winkler
Ruth Clara Newmeyer	Arline Winthrope
Merwin Noe	Eunice F. Yost
Gretta L. Osborne	Elsie May Young

The following students received diplomas August 28, 1928:

SENIOR COLLEGE.

Wyatt W. Akin	Mary Josephine Moss
Bessie Atwell	Lewis J. T. O'Dell
Virgil Wayne Bingman	Alfred Ozment
George Bracewell	Humbert Phelps
Raymond Childers	Ted R. Ragsdale
Alta Davis	Guy Roberts
William Alexander Hamilton	Ora Crain Rogers
Eula Myrtle Hill	Naomi Faye Ross
Lorraine Dunn Hunsaker	Mildred E. Talbert
M. Marguerite Jenkins	Lora Grace Teel
Anna Anita B. Jones	Raymond Erle Tweedy
Frederick K. Lingle	India P. Wade

JUNIOR COLLEGE.

Grace Evelyn Abbott	Lydia M. Krauss
Fannie Barham	Grace LaMaster
Charlotte Barker	John A. Lewis
Maurine Book	Fred Massey
Corene O. Brown	Velma J. Morgan
Vivian Pauline Brown	Elmer David Murray
Maggie L. Burkhalter	William H. Myers
Hettie Marie Cagle	Esther Elizabeth Newman
Ruth Campbell	Charles C. Otrich
Arsicel Marguerite Clipner	Lou Ellen Reeves
Arthur R. Coffey	Eva R. Rendleman
Ellis Etta Cullum	Frank M. Richardson
Roger Hamil Davis	Ruby R. Robertson
Tot Donoho	Mrs. Winnie Rowe
Eunice Elizabeth Draper	Pearl M. Shaw
Ethel Mae Eichinger	Cecil Smith
Clara Francis Franklin	Mildred Means Snider
Oren F. Gillespie	Shirley Jeanne Snider
Robb Roy Gootz	Lexie Lelle Stearns
Alice Janet Graham	Nellie Jones Talley
Rebecca Heisler	Fleeta Tarr
Rena Pearl Hicks	Faye Lynn Vick
Glen Riley Hindman	William Byford Westbrook
Rosalie Kell	Olive Wilkinson
Opal Kern	Freeman Wise
Clarence G. Kirchoefer	Blanche DeLoach Young
John Lyman Knight	

The following students have completed their courses, but they had not applied for graduation at the time of the May meeting of the Board. I recommend that they be graduated at this time:

SENIOR COLLEGE.

John Wesley Epley

JUNIOR COLLEGE.

Edith K. Bosonetto
Grace Ida Erlinger
Ethel M. Farthing
Jessie Hill
Nell Todd KerrIona Lee
Charlotte Phyllis Moore
Stella Henson Smith
Nadine B. Zipprodt

II. FACULTY.

Owing to the large enrollment for the second half of the summer quarter, 1947, we found it necessary to employ additional faculty members. The Board had authorized an additional expenditure if it seemed necessary:

	Salary.
W. O. Brown..... Education	\$230.00
Stella Sutherland..... English	325.00
Anginette Hines..... Art	275.00
Ida Hundley..... Art	275.00
Russel M. Nolen..... History	300.00
Clarence Bonnell..... Geography	250.00
W. T. Felts..... Mathematics	262.00
F. C. Ogg..... Mathematics	300.00

For the present term we have an increase of more than fifteen per cent in our college enrollment, and this, of course, has necessitated some additional teaching force. A number of positions remained unfilled at the time of the June meeting of the Board. The Board is asked to confirm the following appointments:

1. Ruby Van Trump, B. S., State Teachers College, Springfield, Mo., A. M. Peabody College for Teachers, Nashville, Tenn., Critic, fifth grade, salary \$2,000.00.

2. T. W. Abbott, A. B., Indiana University, A. M., Harvard University, Ph. D., University of Illinois, Chemistry Department, salary \$2,700.00.

3. Alberta Gibbons, A. B., University of Illinois, A. M., Columbia University, Critic, Junior High School, salary \$2,000.00.

4. Sarah Baker, B. Ed., So. Ill. State Normal University, A. M., Columbia University, History Department, salary \$600.00 for the fall quarter.

5. Mrs. Dorothy Muzzey, A. B., Iowa State Teachers College, Physical Training Department, salary \$300.00 for the fall quarter.

6. Mrs. Kathryn Holt, A. B., University of Tennessee, one year of graduate work, Ohio State University, English Department, salary \$650.00 for the fall quarter.

7. Mrs. Mary Combs, A. B., A. M., Indiana University, English Department, salary \$333.00 for the fall quarter.

Dr. Matlack, who was elected at the June meeting as instructor in organic chemistry, notified me immediately on my return that he would not accept.

At the close of the first half of the summer quarter Miss Ruby Robertson tendered her resignation as teacher of piano. I have no one to recommend for the position.

III. OTHER SCHOOL EMPLOYEES. No report.

IV. THE ORGANIZATION. No report.

V. THE CURRICULUM. No report.

VI. BUILDINGS AND GROUNDS. No report.

VII. AUXILIARY ENTERPRISES. No report.

VIII. STUDENT LIFE. No report.

IX. MISCELLANEOUS. No report.

X. SUMMARY.

The action of the Board is asked for the following:

1. To approve the graduation of the students listed above.

2. To confirm appointments made for the second half of the summer quarter.

3. To confirm appointments made for the fall quarter and coming year.

Respectfully submitted,

H. W. SHRYOCK, *President.*

President Shryock called attention to the fact that the enrollment in the fall term was about 15 per cent greater than at the same time last fall.

The Board approved the following recommendations in this report:

1. The list of graduates as presented in the report.

2. The appointment of the following teachers for the second half of the summer quarter:

W. O. Brown.....	Education	\$230.00
Stella Sutherland	English	325.00
Anginette Hines	Art	275.00
Ida Hundley	Art	275.00
Russel M. Nolen.....	History	300.00
Clarence Bonnell	Geography	250.00
W. T. Felts.....	Mathematics	262.00
F. C. Ogg.....	Mathematics	300.00

3. The appointment of the following teachers for the coming year:

Ruby Van Trump.....	Critic, 5th grade.....	\$2,000
T. W. Abbott.....	Chemistry	2,700
Alberta Gibbons.....	Critic, Junior High School.....	2,000

4. The appointment of the following teachers for the fall quarter:

Sarah Baker.....	History	\$600
Mrs. Dorothy Muzzey.....	Physical Training	300
Mrs. Kathryn Holt.....	English	650
Mrs. Mary Combs.....	English	333

President Shryock also presented a detailed report on the school funds, which was received, approved, and placed on file.

EASTERN ILLINOIS STATE TEACHERS COLLEGE.

President Lord presented his report, which was received, placed on file, and is made a part of these minutes. This report follows:

Charleston, Illinois,
September 24, 1928.

To the Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report for the Eastern Illinois State Teachers College:

I. STUDENTS.

1. Attendance—Spring Term, 1927-1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Senior class	11	14	25	19
Junior class	23	24	47	40
Sophomore class	55	126	181	162
Freshman class	93	190	283	314
Entering on teachers certifi- cates .....	...	...	...	2
Total	182	354	536	537
b. High school	89	121	210	208
Total in residence above eighth grade	271	475	746	745
c. Non-residents:				
Extension				
Correspondence				
d. Elementary grades	115	153	268	266
Grand total of all students and pupils	386	628	1014	1011
Attendance—Mid-Spring Term, 1928.				
College	35	122	157	200
First Half Summer Term, 1928				
College	159	644	803	862
Elementary grades	83	124	207	271
Second Half Summer Term, 1928				
College	68	134	202	201

Attendance—Fall Term, 1928-1929.

We have enrolled in our college department at the beginning of the second week 680 students, an increase of nearly twenty-five per cent over the college enrollment a year ago.

Enrollment for the year 1927-1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College (Regular year of 36 weeks)				
Senior class	11	18	29	19
Junior class	25	26	51	41
Sophomore class	63	145	208	192
Freshman class	116	216	332	333
Entering on teachers certifi- cates .....	...	...	....	5
Total	215	405	620	640
Six Weeks Terms—				
First Half Summer Term, 1927	171	691	862	958
Second Half Summer Term, 1927	63	138	201	214
Mid-spring Term, 1928	35	122	157	200
Total in six weeks terms	269	951	1220	1372

b. High school	106	132	238	240
c. Non-residents .....	...	...	...	...
d. Elementary grades	120	160	280	279
Counted twice .....	...	...	270	394
Grand total all students and pupils.....	...	...	2088	2137
Per capita cost of students for the year July 1, 1927, to June 30, 1928 (counting attendance above the eighth grade as suggested in plan for board reports).				
				Equiv. for 36 weeks
Attendance—First Half Summer Term, 1927.....	862			144
Attendance—Second Half Summer Term, 1927.....	201			33
Attendance—Fall Term, 1927-1928	781			260
Attendance—Winter Term, 1927-28.....	761			254
Attendance—Spring Term, 1927-1928.....	746			249
Attendance—Mid-spring Term, 1928.....	157			26
Total				966
Total expenditures from balance in appropriations made by the 54th General Assembly			\$	3,707.2
Total expenditures from appropriations made by the 55th General Assembly, including appropriation for "Repairs and Equipment".....				226,254.2
Expenditures from the Normal School Revolving Fund, not including the dormitory (Pemberton Hall) and the Textbook Library and School Store				17,545.0
Total expenses July 1, 1927, to June 30, 1928.....				247,506.4
Per capita cost 1927-1928.....				256.2

3. Graduates.

I reported at the meeting of the Board June 25, 1928, the actual list of graduates from the college on June 4, 1928. I wish to submit the following list of students who completed their work for graduation at the close of the first and second half summer terms on July 20, 1928, and August 31, 1928:

GRADUATES WITH DEGREE, JULY 20, 1928.

- | | |
|--|--------------------------------|
| 1. John Leslie Bower, Mathematics, | 3. Edna Frances Whalen, Social |
| Physics | Science, English. |
| 2. Ruth Erica Freeland, English, History | |

GRADUATES WITH JUNIOR COLLEGE DIPLOMA, JULY 20, 1928

- | | |
|--------------------------------------|---------------------------|
| 1. Eliza Isabelle Basham, English | 9. Mabel Huff |
| 2. Alice Jeannette Brennan | 10. Doris Ethel McCarty |
| 3. Fay Aline Brewer | 11. Dorothy Mae Mullenix |
| 4. Leslie Leroy Cowger, Manual Arts | 12. Lena Virginia Norton |
| 5. Dorothy Elizabeth Dunlap, English | 13. Elvira Anna Rau |
| 6. Margaret Ruby Gunn | 14. Mary Webb |
| 7. Granville Hampton, Manual Arts | 15. Lydia Brewster Wunder |
| 8. Claudia Mae Hatfield | |

GRADUATES WITH DEGREE, AUGUST 31, 1928.

- | | |
|---|--|
| 1. Herbert Wayne Cooper, Industrial Arts, Manual Arts | 4. Walter Merritt Scruggs, Biological Science, Mathematics |
| 2. Irvin Russel Hill, Social Science, Zoology | 5. Henrietta Katharine Suess, Mathematics, History |
| 3. Delbert Lloyd Miller, Industrial Arts, Manual Arts | |

GRADUATES WITH JUNIOR COLLEGE DIPLOMA, AUGUST 31, 1928.

- | | |
|----------------------------|-----------------------------------|
| 1. Anne Elizabeth Driscoll | 4. Daisy Rotramel, English |
| 2. Dorothy Erelene Jones | 5. Lillian Mida Tevault |
| 3. Miriam Thelma Knight | 6. Juanita Blanche Welsh, English |

1. Resignations.

II. THE FACULTY.

1. Resignations.

I wish to report the following resignations in teachers salary schedule payable from appropriation for salaries and wages for the school year 1928-1929, approved by the Board June 25, 1928:

- | | | |
|---------------------------|-------------------------------|---------|
| 1. Frank W. Prescott..... | History and Sociology..... | \$2,500 |
| 2. Ella M. Gardner..... | Psychology and Education..... | 2,400 |

2. New appointments recommended.

I wish to submit for the approval of the Board the following appointments for the school year 1928-1929, 36 weeks service, payable from appropriation for salaries and wages:

- | | | |
|----------------------------|-------------------------------|---------|
| 1. Mary S. Day..... | Mathematics..... | \$2,800 |
| 2. William L. Dealey..... | Psychology and Education..... | 2,700 |
| 3. Edward L. Major..... | History and Sociology..... | 1,900 |
| 4. Catherine H. Brown..... | English..... | 900 |

3. Salary changes recommended.

I recommend an increase of \$400 in Miss Howell's salary, making her salary for 36 weeks service 1928-1929 as follows:

Elizabeth Howell Training Teacher in History.... \$2,400

The above resignations, appointments, and increase (except Miss Brown, who is an emergency addition) make the total teachers salary schedule for 36 weeks 1928-1929 \$100 less than the amount approved by the Board June 25, 1928. We have almost a 25 per cent increase in our college enrollment and the Freshman English classes are so large that it is necessary for us to engage a part time teacher for this work.

III. OTHER SCHOOL EMPLOYEES.

Ferne Floyd, Stenographer, \$1,680 for 12 months, resigned and we have engaged Eleanor F. Hammond to take her place at \$1,500. I recommend an increase of \$120 in the salary of Clara Edith Willson, Stenographer, making her salary for 12 months \$1,320 instead of \$1,200 beginning September 1, 1928.

IV. THE ORGANIZATION. No report.

V. THE CURRICULUM. No report.

VI. BUILDINGS AND GROUNDS.

It will be at least two months before we can occupy our new Manual Arts and Home Economics Building. With our increase in attendance we are greatly inconvenienced by this delay.

VII. AUXILIARY ENTERPRISES.

The reports for the following will be made at the next meeting of the Board:

- Athletic Association
- Student Recreation Fund
- The Teachers College News
- Students Loan Fund
- The Adelia Carothers Fund
- The Normal School Revolving Fund
- Dormitory—Pemberton Hall
- Textbook Library and School Store
- General Revenue

VIII. STUDENT LIFE.

The student body needs the care and influence of a dean of men and a dean of women. This need is stated in the budget.

IX. MISCELLANEOUS.

I wish to call the attention of the Board to an item in the budget concerning adequate salaries.

X. SUMMARY.

Approval of the Board is requested on the following:

1. List of graduates July 20, 1928.
2. List of graduates August 31, 1928.
3. Resignations of Mr. Prescott and Miss Gardner.
4. Appointments of Miss Day, Mr. Dealey, and Mr. Major.
5. Increase in Miss Howell's salary.
6. Appointment of Miss Brown for part time.
7. Increase in Miss Willson's salary.

Respectfully submitted,
L. C. Lord, *President.*

President Lord reported that the enrollment in the fall term was 25 per cent greater than last year.

The Board approved the following recommendations in Mr. Lord's report:

1. The list of graduates for July 20, 1928, as set forth in the report.
2. The list of graduates for August 31, 1928, as set forth in the report.
3. The resignations of Mr. Prescott and Miss Gardner, as set forth in the report.
4. The appointment of the following teachers for the school year 1928-1929:

Mary S. Day.....	Mathematics	\$2,800
William L. Dealey.....	Psychology and Education.....	2,700
Edward L. Major.....	History and Sociology.....	1,900
Catherine H. Brown.....	English (Part time).....	900

5. An increase of \$400 in Elizabeth Howell's salary, Training teacher in History.

6. An increase of \$120 in the salary of Clara Edith Willson, stenographer.

ILLINOIS STATE NORMAL UNIVERSITY.

President Felmley presented his report, which was received, placed on file, and is made a part of these minutes. This report follows:

Normal, Illinois,
September 24, 1928.

To the Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report for the Illinois State Normal University:

I. STUDENTS.

Attendance: First summer term June 11-July 20, 1928.

No person counted unless in attendance at least one week.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. Resident college students:				
Seniors (36 to 48 credits)....	73	85	158	....
Juniors (24 to 35 credits)....	78	105	183	....
Sophomores (12 to 23 credits)	94	629	723	....
Freshmen (0 to 11 credits)...	123	1132	1255	....
Unclassified (Over 21 years)...	0	75	75	....
Total	368	2026	2394	2487
b. High School:				
c. Elementary grades on campus....	106	74	180	....
Thomas Metcalf School				
d. Auxiliary Training Schools.....	167	113	280	....
Soldier Orphans Home				
Total Elementary.....	273	187	460	....
Total resident students and pupils	641	2213	2854	....

Attendance second summer half-term July 23-August 27, 1928.

No person counted unless in attendance at least one week.

a. Resident college students:				
Seniors (36 to 48 credits)....	52	50	102	....
Juniors (24 to 35 credits)....	42	93	135	....
Sophomores (12 to 23 credits)	54	271	325	....
Freshmen (0 to 11 credits)...	69	313	372	....
Unclassified (Over 21 years)...	0	0	0	....
Total	217	727	944	991
b. High School:				
c. Elementary grades on campus....	31	5	36	....
Thomas Metcalf School				
d. Auxiliary Training Schools.....	143	115	264	....
Soldiers Orphans Home				
Total Elementary.....	180	120	300	....
Total resident students and pupils	397	847	1244	....

PER CAPITA COST.

Per capita cost of students for the year July 1, 1927 to June 30, 1928 showing cost.

1. If expenditures are charged against all students above the eighth grade.

	Attendance college students.	Equivalent for 36 weeks.
First summer half-term, 1927.....	2487	414
Second half summer term, 1927.....	991	165
Fall term, 1927.....	1354	451
Winter term, 1927-28.....	1297	432
Spring term, 1928.....	1262	421
Mid-spring term, 1928.....	425	71
Extension students, 1927-28.....	518	43
Correspondence students.....	321	27

Total	Attendance high school.	Equivalent 36 weeks.
High School—		
Fall term, 1927.....	259	86
Winter term, 1927-28.....	242	81
Spring term, 1928.....	231	77

Grand total above 8th grade.....	2024
Total expenditures from appropriations made by the 55th General Assembly except street pavement.....	2268
Expenditures from the Normal School Revolving Fund not including farm, Fell Hall, bookstore, or cafeteria.....	\$343,235.70
Total expenditures.....	41,200.46
Per capita cost above 8th grade.....	\$384,436.16 ÷ 2268 = \$169.50
Per capita cost if college students bear all expense.....	\$384,436.16 ÷ 2024 = \$189.94

WHO ATTEND SUMMER SCHOOL?

An investigation conducted the past summer shows that 82 per cent of the summer students had attended Normal before; that 17 per cent of them had been students in other colleges at some time.

We find that 74 per cent of those attending were already employed to each next year; that 4 per cent expected to teach, although as yet without positions; that 11 per cent expected to attend I. S. N. U.; that 2 per cent expected to attend other higher institutions; nine per cent were undecided as to what they would do.

On the first page of this report is indicated the number of upper class people in the student body.

The median age is twenty-two years six months in the first half-term, twenty-three years eight months in the second term.

The average age, however, is much higher.

The following students approved for graduation at your meeting of May 1, 1928, have failed to complete their work as proposed and consequently have not received diplomas:

DEGREES.

offey, Carolyn Laura	Griffiths, Claude Henry
Miller, Mary Frances	McCullom, Charles Dean
Young, Frances Mabel	McCord, Orville Thomas
Forger, Mary Margaret	Robinson, John Leonard
Bohyer, Jacob Donald	Shull, Aytchmonde Perrin
Book, Adrian Charles	

DIPLOMAS.

Abbott, Rosamond Sarah	Gould, Flora Margaret
Lack, Katherine	Hill, Mabel Anna
Ledsoe, Juanita Eleen	Hull, Sophia Eppenberger
Campbell, Ruby Augusta	Lanhan, Freda Lillian
Line, Dorothy	Leighty, Bertha Pauline
Goodridge, Jeanette Eleanor	Luedke, Gertrude Magdalene
Anderson, Bessie Marie	Madden, Gladys
Conkhite, Elizabeth Camille	Moss, Mildred
Cross, Hallie Ellen	Mulcahy, Hanna Marie
Enger, Muriel Marie	Mursener, Edna May
Curkee, Maye Mitts	Nix, Imogene Elizabeth
Harley, Mrs. Emma Wright	Olson, Edwina Hilda

DIPLOMAS—Concluded.

Payne, Ruth Helen	Brasmer, Jesse Ralph
Reed, Esther Rosamond	Crawford, Weldon John
Robison, Bernadine Louise	Harlan, Theodore Richmond
Rogers, Laura Alice	Hill, Eugene L.
Schaefer, Perle Elizabeth	Klehm, George Leslie
Simcox, Rettie Agnes	Marker, Charles Albert
Smith, Jessie Olive	Moore, Roy B.
Stuller, Viola Elizabeth	Myers, Bernard Milton
Sulzberger, Hazel Vielt	Simon, Eldon William
Tronc, Mrs. Helen Alvey	Skelton, Dale Philander
Wenger, Lillian	Stahl, Floyd Franklin
Whitehead, Garnette Lucy	Stivers, Stanley E.
Whitman, Nellie Louise	Traugher, Robert Earl

The following students not included in the approved list of May 21, 1928 have completed the work required in their respective curriculums and are recommended for graduation:

*Baker, Goldie Bernez
*Sakemiller, Vera Maude

DEGREES.

Middleton, Anthony

DIPLOMAS.

*Allen, Mary Elizabeth
Blakemore, Emily Elizabeth
*Brennan, Florence Georgia
*Crisp, Iva Jeannette
Ditzler, Orla Vernetta
*Doehler, Irene
Freese, Vida Vonna
Gregory, Mrs. Ruth Richardson
*Ireland, Lily Vernace
*Jones, Nellie
*Kerns, Jessie Mae

*Kidd, Ida May
*Moore, Lela Myrtle
*Richman, Kathryn Louise
*Sweeney, Margaret Mary
*Viner, Flossie Alta
*Welsh, Mrs. Katherine Hawthorne
*Brown, Cyrus
Hanes, Albert Lee
*Kinser, Lowell V.
*Rader, Lewis George
*Wilson, Elmer

* Diplomas have not been written for these people.

The following amendments should be made to the schedule of Teachers and Salaries for the summer session:

Rose Bland should have received \$330 for the first summer half-term instead of \$300.

A. H. McConnell should have received \$330 for the first summer half term instead of \$300.

Henry W. McCulloch should have received \$330 for the first summer half term instead of \$300.

These changes provide for these teachers the salary originally agreed upon with them, but erroneously reported in the salary schedule of March 12, 1928.

Dorothy Garrett served as half-time Dean of Women in the second summer half-term and should receive \$187.50 for this service.

Mark McCullough served as half-time teacher of Geography during the second summer half-term and should receive \$150 for this service.

Constantine Frithiof Malmberg, Ph. D. has been engaged as assistant professor of Psychology at a salary of \$2700 for 36 weeks. He was educated at Bethany College, Kansas, and at the University of Chicago and has taught this subject at the State Teachers College at Aberdeen, South Dakota and at Gettysburg College, Pennsylvania.

Richard Gibbs Browne, A. M., of Carbondale, Illinois, has been engaged as assistant professor of Economics at a salary of \$2430 for 36 weeks. He is a graduate of the Southern Illinois State Normal University and the University of Illinois and has taught in the high schools at Marion and Chicago Heights.

Margaret Mary Barto, A. M., of Urbana has been engaged as assistant professor of Physical Education for Women at a salary of \$2340 for 36 weeks. She is a graduate of the University of Illinois, and for the past seven years has served as head of the same department in the University of Kansas.

Ebba Hammerlund of Norway, Michigan, has been engaged as Assistant Librarian at a salary of \$1848 for 44 weeks of service.

II. THE FACULTY.

Miss Esther Rosenberg of Detroit, who has served as instructor in physical education for women for the past three years and had signed a contract at an improved salary for the coming year, wired her resignation from New York. An opportunity for a trip to Europe had appeared.

In our budget submitted today we are not asking for additional teachers except to restore our home study courses carried on by correspondence. We are asking for a moderate increase in the salaries of the younger teachers.

A comparison of the schedules of Teachers and Salaries submitted by the various presidents for the year 1928-29 reveals these facts:

Omitting all librarians, part-time teachers, and all teachers whose salaries were paid in part by other school boards or employers, we find the average salaries of the other regular teachers as follows:

	Average.
Carbondale 64 teachers.....	\$2,466
Charleston 54 teachers.....	2,530
DeKalb 52 teachers.....	2,539
Macomb 56 teachers.....	2,420
Normal 86 teachers.....	2,427

If the schedule as presented in the budget be adopted the average salary of the 89 instructors is \$2440. Omitting the four home study teachers at \$1710, the salary is \$2473.

III. OTHER SCHOOL EMPLOYEES. No report.

IV. THE ORGANIZATION. No report.

V. THE CURRICULUM. No report.

VI. BUILDINGS AND GROUNDS.

The bids for the new Science Building were opened on September 5. Mr. William L. C. Kuhne of Rantoul was the lowest bidder and was awarded the general contract. He has already begun to clear the ground for the new structure.

The need for the unfinished wing of our residence hall for women is brought home to us with the opening of the school year when the applications for rooms far outruns the capacity of the hall. The legislature four years ago appropriated the \$75,000 needed for the completion of the building, but the governor vetoed the item. We now are renewing our request.

The plant house east of the new Science building should be moved to a new location convenient to the heating plant. A tool house for our garden and campus equipment should be erected in conjunction with it.

VII. REPORT ON AUXILIARY ENTERPRISES WILL BE MADE AT NEXT MEETING.

VIII. STUDENT LIFE.

The Student Loan Fund of the Normal University was established in 1902 by donations from faculty and alumni. The growth is as follows:

Initial contributions in 1902.....	\$ 514.25
Sundry class donations.....	796.89
Donations from literary societies.....	318.39
Proceeds of entertainments.....	392.22
From Alumni Association.....	80.00
Miscellaneous gifts.....	105.66
Interest on loans.....	1,745.38
Held in trust for class of 1928.....	71.50
Borrowed from Central Division of Illinois State Teachers Association @ 4%.....	1,800.00
	<hr/>
	\$5,824.29

Present status of Fund, July 20, 1928.

Outstanding loans overdue.....	\$1,415.00
Loans made since July 20, 1927.....	4,085.00
Cash on hand July 20, 1928.....	324.29
	<hr/>
	\$5,824.29

Loans are made to students who have completed the freshman year, with a good scholastic record and no expensive habits.

Loans are for one year only and at four per cent interest. They are made with the approval of the father or some other responsible person who guarantees the payment of the loan.

IX. MISCELLANEOUS.

At the meeting of the State Normal School Board in Chicago, June 25, I was directed to voucher for payment from our Revolving Fund the bill of B. L. Catron for legal services. This was done on June 29, 1928. The Department of Finance declined to approve the voucher, so Mr. Catron is still unpaid.

A copy of our budget for the 56th General Assembly accompanies this report.

X. SUMMARY.

Action by the Board is requested upon:

1. Candidates for graduation.
2. Corrections in the salary schedule first summer half-term.
3. Upon appointment of Messrs. Malmberg and Browne, Misses Barto and Hammerlund.

Respectfully submitted,

DAVID FELMLEY, *President.*

President Felmley called attention to the fact that the voucher which was authorized by the Board to pay Mr. B. L. Catron for legal services had been presented to the Finance Department but refused on the ground that the payment of money by any department for legal services was violative of the prohibition laid down in the decision of the Supreme Court in the Fergus case.

He reported a slight decrease in the enrollment of this fall as compared with last year.

The Board approved the following recommendations in the report:

1. The candidates for graduation as set forth in the report.
2. The following corrections in the salary schedule for the first summer half-term:

Rose Bland.....	\$330	instead of	\$300
A. H. McConnell.....	330	instead of	300
Henry W. McCulloch.....	330	instead of	300

3. The appointment of the following persons:

Constantine Frithiof Malmberg..	Psychology	\$2,700	36 weeks
Richard Gibbs Browne.....	Economics	2,430	36 weeks
Margaret Mary Barto.....	Physical Ed. for Women...	2,340	36 weeks
Ebba Hammerlund	Assistant Librarian	1,848	44 weeks

WESTERN ILLINOIS STATE TEACHERS COLLEGE.

President Morgan presented his report, which was received, placed on file, and is made a part of these minutes. This report follows:

Macomb, Illinois,
September 24, 1928.

To the Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report for the Western Illinois State Teachers College:

I. STUDENTS.

1-a. Attendance—Spring Term, 1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	26	46	72	62
Juniors	27	45	72	89
Sophomores	39	136	175	165
Freshmen	102	262	364	374
Total	194	489	683	690
b. High school	75	130	205	209
Total in residence above eighth grade	269	619	888	899
c. Non-residents: Extension Correspondence Total				
d. Elementary grades	100	121	221	223
Grand total of all stu- dents and pupils.....	369	740	1109	1122

1-b. Attendance—Mid-Spring Term, 1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	2	0	2	2
Juniors	9	6	15	10
Sophomores	18	94	112	54
Freshmen	10	44	54	74
Total	39	144	183	140
b. High school	0	0	0	7
Total in residence above eighth grade	39	144	183	147
c. Non-residents: Extension Correspondence Total				
d. Elementary grades	100	121	221	223
Grand total of all stu- dents and pupils.....	139	265	404	370

1-c. Attendance for School Year 1927-1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	84	130	214	190
Juniors	111	260	371	324
Sophomores	141	697	838	751
Freshmen	204	758	962	1141
Total	540	1845	2385	2416
b. High school	88	181	269	320
Total in residence above eighth grade	628	2026	2654	2736

c. Non-residents:				
Extension	145	737	882	833
Correspondence				
Total	145	737	882	833
d. Elementary grades	100	121	221	223
Grand total of all students and pupils.....	873	2884	3757	3792
e. Per capita cost for school year 1927-28				

Term.	*Enrollment.	Equivalent for 36 weeks.
First summer term, 1927.....	1101	184
Second summer term, 1927.....	412	69
Fall term, 1927.....	876	292
Winter term, 1927-28.....	892	297
Spring term, 1928.....	888	296
Mid-spring term, 1928.....	183	30
Extension, 1927-28	882	73
Total		1241

The total cost of operating the college for the year 1927-28 exclusive of permanent improvements or interest on the investment is \$238,039.43.

$$\$238,039.43 \div 1241 = \$191.81$$

Per capita cost 1923-24.....	\$203.54
Per capita cost 1924-25.....	175.58
Per capita cost 1925-26.....	175.15
Per capita cost 1926-27.....	178.27
Per capita cost this year.....	191.81

Last year there was an equivalent of 1295 students in attendance for 36 weeks while the number this year was 1241, or a loss of 4.17%.

* This includes high school and college students.

1-d. Attendance for Last Five Years.

	1923-24	1924-25	1925-26	1926-27	1927-28
a. Students in Resident.....	2030	2447	2616	2736	2654
b. Extension	792	935	1047	833	882
c. Training school	217	232	228	223	221
Total	3041	3614	3891	3792	3757
d. Counted twice	642	640	630	719	842
e. Individuals enrolled	2399	2974	3261	3073	2915

1-e. Attendance First Summer Term, 1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	41	91	132	101
Juniors	45	151	196	187
Sophomores	40	329	369	382
Freshmen	29	242	271	376
Total	155	813	968	1047
b. High school	16	69	85	55
Total in residence above eighth grade	171	882	1053	1101
c. Non-residents:				
Extension				
Correspondence				
Total				
d. Elementary grades	100	121	221	223
Grand total of all students and pupils.....	271	1003	1274	1324

1-f. Attendance Second Summer Term, 1928.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	27	56	83	69
Juniors	28	55	83	88
Sophomores	21	87	108	139
Freshmen	14	59	73	116
Total	90	257	347	412
b. High school				
Total in residence above eighth grade				
c. Non-residents:				
Extension				
Correspondence				
Total				
d. Elementary grades:				
Grand total of all stu- dents and pupils.....	90	257	347	412

ATTENDANCE BY COUNTIES IN ILLINOIS AND OTHER STATES.

Counties.	Resi- dence.	Ex- tension.	Counties.	Resi- dence.	Ex- tension.
Adams	231	109	McHenry	2	1
Brown	53	3	McLean	2	..
Bureau	2	10	Mercer	73	47
Calhoun	1	..	Monroe	2	..
Carroll	2	..	Montgomery	1	..
Cass	9	17	Morgan	15	..
Christian .....	..	1	Ogle	1	..
Cook	7	..	Peoria	26	65
DeKalb	4	..	Pike	179	106
DuPage	1	..	Rock Island	79	63
Effingham .....	..	1	Schuyler	104	37
Ford	1	..	Scott	27	22
Franklin	2	..	Stark	8	2
Fulton	289	144	St. Clair	3	..
Greene	12	6	Stephenson	2	..
Hancock	226	32	Tazewell	3	2
Henderson	46	31	Vermilion	2	..
Henry	52	..	Warren	88	41
Jersey	8	..	Whiteside	4	..
Jo Daviess .....	..	1	Will	2	..
Kane	8	..			
Knox	137	71			
LaSalle .....	..	1			
Lee	2	..	OTHER STATES		
Macon	9	..	Florida	1	..
Macoupin	1	..	Idaho	3	..
Madison	1	..	Indiana	1	..
Marshall	2	1	Iowa	16	7
Mason	5	1	Kansas	2	..
McDonough	890	35	Missouri	8	..
			Montana	1	..
			Entire total	2654	882

It will be observed that the attendance for the Spring Term was approximately the same as a year ago, while the attendance for the Mid-Spring Term was considerably larger than a year ago.

The attendance for the entire school year, including college, high school, extension students, and the children in the elementary grades was thirty-five less than one year ago. Likewise, the total enrollment in residents in college classes was thirty-one less than a year ago, but the extension enrollment was forty-nine greater than a year ago. An analysis of the attendance, therefore, shows probably that the school has reached a crest for the present, and that we may expect a somewhat less attendance in the next year or two. A point which offsets that, however, is that the loss in attendance is totally in the enrollment of freshmen, whereas there is a decided increase in the number of sophomores, juniors and seniors who are enrolled. This indicates permanency in the work of the institution as is evidenced also by the fact that there were more four year graduates at the end of last school year than in any preceding year.

The attendance at the two summer terms which are the beginning of the present school year is a little less encouraging, due to the fact that it indicates a rather decided falling off when compared with last year. There may be a number of reasons for this, but the one which seems to come most

directly from those who have been teaching is that the new distributive law does not provide any extra money to the district that employs a teacher with additional training, and hence, the teachers are not being urged by their directors to add to their preparation in order that the district may share more liberally in the state fund. It is to be hoped that the next General Assembly will enact some provision that will put additional pressure on teachers in inducing them to attend summer school or its equivalent.

From the table indicating the counties and states from which the attendance came, it is observed that of the eighteen counties in Illinois which are nearest to the Western Illinois State Teachers College, they contribute in attendance in the following order, beginning with the largest: McDonough, 925; Fulton, 433; Adams, 340; Pike, 285; Hancock, 258; Knox, 208; Rock Island, 142; Schuyler, 141; Warren, 129; Mercer, 120; Peoria, 91; Henry, 87; Henderson, 77; Brown, 56; Scott, 49; Cass, 26; Greene, 18; Bureau, 12.

The number credited to McDonough county, of course, includes most of the high school enrollment and is inflated probably to an excess of 200 as far as the college students are concerned.

3. Graduates.

a-1. The following is a list of persons who graduated July 20, 1928:

DEGREE.

Arrasmith, Florence	Johnson, Lillian
Baer, Beulah E.	Kraatz, Emma
Blythe, Breta Nadene	Linder, Lila Schaad
Chambers, Thelma	Melvin, John B.
Edwards, Glenn L.	Mitchell, William D.
Ellison, Alice	Owens, Katherine Patricia
Ferster, Teresa	Sullivan, Ralph William
Grote, Benjamin	Walters, Ethel H.
Hainline, Marion	White, Arthur L.
*Horrabin, Waldo	Willitts, Gwendolyn Louise

SPECIAL.

Anderson, Wendell	Manual Training
Arrasmith, Florence E.	Primary
Bell, Robert	Commercial Education
Belshaw, Flo	Drawing and Design
Boote, Raymond F.	Manual Training
Cooper, Leslie A.	Manual Training
Edwards, Glenn L.	Agriculture
Grote, Benjamin	Mathematics and Physical Science
Hadley, Mildred C.	Drawing and Design
Hinners, Evelyn K.	Commercial Education
Justus, Zelma	Commercial Education
Patterson, Elsie	Biology
Owens, Katherine Patricia	Library Economy
White, Arthur L.	Mathematics and Physical Science

TWO YEAR.

Adamson, Inez A.	Holzer, Lenora A.
Anderson, Wendell	Howard, Blanche Howe
Babcock, Clyde	Justus, Zelma
Baer, Helen	*Kincheloe, Edith
Beckman, Erma Grace	Kindelsperger, Elvira
Bell, Robert	Lashmet, Ellamay
Belshaw, Flo	McLaren, Jessie M.
Bird, Elizabeth	Menne, Elizabeth
Bird, Margaret	Montgomery, Colleen
Boote, Raymond F.	Nardin, Nellie F.
Burgess, Lera Z.	Neice, Pauline
Bussert, Marie	Palmer, Orpha Pauline
Byerhof, N. Gladys	Patterson, Elsie
Conway, M. Philomena	Raymond, Wilford
Cooper, Leslie A.	Reaber, Minola M.
Crickett, Irene Louise	Roberts, Iris
Crouch, Gladys Bolon	Robinson, Ruth L.
Dean, Lorle A.	Schrum, Pearle
Eppel, Ida Ire	Sunderland, Jean
Goddard, Lucile	Vosmer, Florence
Hadley, Mildred C.	Weech, Harriette M.
Hambly, Rhoda Mary	Welch, Ortrude M.
Hinners, Evelyn K.	

ACADEMY.

Burnham, Genevieve	Robeson, Glen M.
Mullan, Harvey E.	Wallace, Edith M.
Rabe, Fred S.	Whitmore, Sylvia

* Honor students.

b-1. The following is a list of persons who graduated August 29, 1928:

DEGREE.

Arnett, Helen Dorothy	Justus, Vera V.
Arasmith, Marian L.	King, Evelyn N.
Bates, Evelyn Ruth	Kreider, Frank D.
Barthmichael, Bessie Lou	Laughlin, Mildred K.
Bole, Archibald C.	Lowe, Harland E.
Boulson, Edna C.	Patterson, Hattie
Bechow, Lorell P.	Purdum, Eva
Bonley, Bess M.	Stevens, J. Keith
Blder, Ruth	Swartzbaugh, Amon E.
Bawkins, Hazel H.	Sympson, Marian M.
Bobbs, Edna Helen	Wear, Helen Louisa
Buff, Silas Dayton	Wear, Veryl E.
Bulse, Maude Eudora	Wheelock, Carl L.
Bohnston, Laura I.	White, Thelma

SPECIAL.

Burran, Gladys Mae	Music and Drawing
Bartman, Virginia	Commercial Education
Bobbs, Edna Helen	Geography
Bouse, Victoria	English
Justus, Vera	Commercial Education
Nicholson, Watson	Chemistry and Physics
Rutledge, Elzie	Manual Training
Scharf, Helen	Commercial Education

TWO YEAR.

Adams, La Veta M.	Hulson, Dorothy
Burrows, Janie	Hurst, Mabel Whittenberg
Bole, Archibald C.	Johnson, Ethel E.
Cooper, Lola F.	Nicholson, Watson
Burran, Gladys Mae	Olson, Ethel Bernice
Brooks, Kathryn	Raper, Jennie E.
Bitto, F. Martha	Rutledge, Elzie
Button, Blanche	Scharf, Helen
Barkness, Mabel	Smith, Sara E.
Bartman, Virginia	Stewart, Gladys
Bouse, Victoria	Zook, Mabel
Bulse, Elma	

c-1. Comparative table of graduates in various departments for years 1926-1927 and 1927-1928:

High School—			
June 1927	29	June 1928	51
July 1927	7	July 1928	6
August 1927	9	August 1928	0
Total	45		57
Junior College—			
June 1927	74	June 1928	42
July 1927	50	July 1928	45
August 1927	15	August 1928	23
Total	139		110
Specials—			
June 1927	24	June 1928	9
July 1927	16	July 1928	14
August 1927	10	August 1928	8
Total	50		31
Senior College—			
June 1927	30	June 1928	33
July 1927	13	July 1928	20
August 1927	23	August 1928	28
Total	66		81
Grand total	300		275

I. THE FACULTY.

1. Miss Mary Draser has resigned to be married. She has been head of the Art Department for the past school year.

2. Miss Theodora Pottle who holds her Master's degree from the University of Chicago is recommended for the headship of the Art Department to succeed Miss Draser at a salary of \$2475.00 for the regular school year.

3. Miss Bessie Myers who holds her Master's degree from the University of Iowa and an additional year's work in Columbia University, is recommended for the position in English from which you granted Miss Corbin leave in June. Her salary is to be \$2100.00 for the regular school year of 36 weeks.

4. Miss Helen Louise Zook who is a graduate from the two year curriculum and has had several years experience will return to school and assist in the training school at \$1200.00 for 36 weeks.

5. Bernard Landuyt who lacks only a few credits for his degree has been teaching several years. He will return to school and teach half time in the Academy at \$630.00 for 36 weeks.

III. OTHER SCHOOL EMPLOYEES. No report.

IV. THE ORGANIZATION. No report.

V. THE CURRICULUM. No report.

VI. BUILDING AND GROUNDS.

1. The new gymnasium is approximately complete and ready for unrestricted use. The high school building which is the old heating plant remodeled is also being occupied.

The training school building must be provided by the next General Assembly if the College is to continue to meet its most important obligation and furnish practice teaching opportunities for those who are planning to teach. The point has been reached now where our grades are not filled because parents are not anxious to put their children in school where the quarters are so meager and inadequate.

2. No final action has been taken either with respect to the purchase of land or the rebuilding of the roads and walks on the campus.

The abstract for the land has been submitted to the Attorney General's Office and the impression has gone out that as soon as the abstract is approved the land will be purchased.

The plans and specifications for the roads and walks have been prepared and were approved about two months ago, but the requisition for the work has not been approved nor has any assurance been given that it will be approved soon.

A requisition has been on file at Springfield for weeks for \$25,000 to convert the old gymnasium rooms into library rooms but it has not been released. The old gymnasium has been vacated some time now and the work ought to have started as soon as possible for we are in great need of additional library space and room.

An ordinance has been passed by the City Council of Macomb which requires every property owner on a street where a sanitary sewer has been laid to connect his sanitary sewer with such sewer, and that he shall not connect to any public sanitary sewer through any septic tank or cess pool but that he shall discontinue the use of any septic tank or cess pool on the completion and acceptance of a sewer on his street. This ordinance further provides that it shall be unlawful for any person, or persons, or corporation to connect either directly or indirectly any sanitary house drain or the outlet of any septic tank or cess pool to any open ditch or open body of water within the corporation limits of the City of Macomb, Illinois. Each provision of this ordinance carries with it a fine of from \$10.00 to \$100.00 for violation.

I am inclined to think that this ordinance will clear matters up with respect to campus sewers. Some property owners have already commenced to comply with its provisions and after some delay, the duration of which cannot be predicted, no doubt the sewage which has been emptying on the campus will be properly cared for.

VII. AUXILIARY ENTERPRISES.

1. Annual Report on Monroe Hall, 1927-28.

RECEIPTS.

Balance on hand July 1, 1927.....	\$27,400.22
Receipts for year.....	26,023.50

EXPENDITURES.

Groceries, meats, fruits and vegetables.....	\$6,219.61
Bread, rolls and bakery goods.....	707.62
Ice cream.....	196.60
Milk, butter and cream.....	2,051.97
Gas and ice.....	444.40
Laundry and household supplies.....	1,071.85
Office supplies and telephone.....	208.47
Salaries and wages.....	5,687.16
Repairs and equipment.....	1,541.31
Refund on board.....	10.00
Transfer for heat, water and light.....	3,586.00
	<u>21,724.99</u>

Balance on hand July 1, 1928.....	\$31,698.73
-----------------------------------	-------------

SUMMARY.

Cash balance at beginning of year.....	\$27,400.22
Inventory of goods at beginning of year.....	1,683.53
	<u>\$29,083.75</u>
Bills outstanding.....	1,920.28
	<u>\$27,163.47</u>
Unencumbered balance.....	\$27,163.47
Cash balance at close of year.....	\$31,698.73
Inventory of goods at close of year.....	1,636.09
	<u>\$33,334.82</u>
Bills outstanding.....	2,639.26
	<u>\$30,695.56</u>
Unencumbered balance.....	\$30,695.56

Gain for the year \$30,695.56 — \$27,163.47 = \$3,532.09.

2. Annual Report on the Cafeteria, 1927-28.

RECEIPTS.

Balance on hand July 1, 1927.....	\$ 1,307.00
Receipts.....	8,287.75

\$ 9,594.75

EXPENDITURES.

Groceries, meats, fruits and vegetables.....	\$3,318.73
Bread and bakery goods.....	314.57
Milk, butter and cream.....	885.51
Ice cream.....	470.79
Ice.....	259.03
Laundry and household supplies.....	520.68
Service.....	2,371.58
	<u>8,140.89</u>

Balance on hand July 1, 1928.....	\$ 1,453.86
-----------------------------------	-------------

SUMMARY.

Cash balance at beginning of year.....	\$ 1,307.00
Inventory of goods at beginning of year.....	1,478.15
	<u>\$ 2,785.15</u>
Bills outstanding.....	881.79
	<u>\$ 1,903.36</u>
Unencumbered balance.....	\$ 1,903.36
Cash balance at close of year.....	\$ 1,453.86
Inventory of goods at close of year.....	1,197.31
	<u>\$ 2,651.17</u>
Bills outstanding.....	964.99
	<u>\$ 1,686.18</u>
Unencumbered balance.....	\$ 1,686.18

Loss for the year \$1,903.36 — \$1,686.18 = \$217.18.

3. Annual Report on Revolving Fund, 1927-28.

RECEIPTS.

Balance on hand July 1, 1927.....	\$ 46,150.92
Contribution.....	\$22,065.25
Interest.....	350.00
Leakage.....	114.65
Piano and organ rental.....	306.50
Smith Hughes Fund.....	1,574.16
Miscellaneous.....	27.48
Monroe Hall.....	26,023.50
Cafeteria.....	8,287.75
	<u>58,749.29</u>

\$104,900.21

EXPENDITURES.

Salaries and wages	\$22,813.09	
Office expense	284.05	
Traveling expense	229.89	
Operation	17,139.27	
Repairs and equipment.....	8,414.76	48,881.00
Balance on hand July 1, 1928.....		\$ 56,019.11

4. Reports on all school organizations are submitted with this report but in view of the fact that their funds are not state funds their reports are not made a part of this report.

VIII. STUDENT LIFE. No report.

IX. MISCELLANEOUS.

1. Biennial Budget for July 1, 1929-June 30, 1931.
 - a. Salaries and Wages.
 - b. Office Expenses.
 - c. Travel.
 - d. Operation.
 - e. Repairs and Equipment.
 - f. Permanent Improvements.

An itemized budget with full details on blanks furnished by the State Budget Committee is submitted in addition to the above report.

2. The Lee M. Blair case has never been settled.

X. SUMMARY.

Your approval of the following items is requested:

1. Lists of graduates for July and August, 1928.
2. Resignation of Miss Mary Draser.
3. Appointments and salaries of Miss Theodora Pottle, Miss Bessie Myers, Miss Louise Zook, and Mr. Bernard Landuyt.

Respectfully submitted,

WALTER P. MORGAN, *President.*

President Morgan reported a gain in the fall enrollment of about 6 per cent.

He called special attention to the difficulty the school was having in disposing of the sewerage nuisance on the campus. He reported that ordinances had been passed by the city which he thought would remove the difficulty.

He also called special attention to the fact that the money appropriated by the legislature and approved by the Board for purchasing the land and for transforming the old gymnasium and the library rooms had not yet been released for these purposes. It becomes more apparent each year that the present position of the Normal School Board under the Administrative Code is not promotive of the best interests of the institutions. No such delays in applying the money appropriated to the accomplishment of the work occurred when the appropriations were made directly to the boards and were subject to their action.

The Board approved the following recommendations in this report:

1. The list of graduates for July and August, 1928, as set forth in the report.
2. The resignation of Mary Draser.
3. The appointment of the following persons for 36 weeks:

Theodora Pottle	Art Department	\$2475
Bessie Myers	English	2100
Helen Louise Zook	Training School	1200
Bernard Landuyt	Academy (half time).....	630

NORTHERN ILLINOIS STATE TEACHERS COLLEGE.

President Brown presented his report, which was received, placed on file, and is made a part of these minutes. This report follows:

DeKalb, Illinois,
September 24, 1928.

To the Chairman and Members of the Normal School Board:

Gentlemen: I submit the following report for the Northern Illinois State Teachers College:

I. STUDENTS.

1. Attendance, Spring Quarter, 1927-28.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College:				
Seniors	6	11	17	9
Juniors	8	12	20	28
Sophomores	29	140	169	217
Freshmen	41	231	272	268
Special	1	3	4	0
Total College	85	397	482	522
b. DeKalb High School.....	177	203	380	12
Total above eighth grade.	262	600	862	534
c. Elementary grades .....	...	...	...	500
McMurry Training School....	107	111	218	...
Glidden Training School.....	135	130	265	...
Affiliated Rural Schools.....	18	24	42	...
Grand total	522	865	1387	1034

2. Attendance, Summer Quarter, 1928.

a. College:				
First term	70	688	758	650
Second term	34	212	246	250
b. High School:				
c. Elementary grades	115	85	200	0
Grand total	219	985	1204	900

3. Enrollment for the year of 1927-28 (36 weeks) counting no names twice, and not including high school students.

	Men	Women	Total	Total one year ago
Seniors	9	7	16	13
Juniors	6	17	23	28
Sophomores	28	133	161	273
Freshmen	64	306	370	300
Unclassified	3	4	7	13
Total	110	467	577	627

4. The members of the Board will be interested to note that the enrollment for the Fall Quarter of 1928-29 is more than 25% larger than the enrollment for the Fall Quarter of 1927-28. The number of young men enrolled has increased more than 50% in one year.

The enrollment for the summer session of 1928 was 20.9% larger than the enrollment for the summer session of 1927.

5. The following students approved for graduation at the close of the First Summer Term at your meeting on June 25, 1928 did not complete their work as proposed and consequently did not receive their diplomas on July 20, 1928.

Elsie Bass
Betty M. George
Helen Griffin
Leslie Hedberg

Jayne McGreal
Grayce I. Timmerman
Virgil Evelyn Urch

The following students whose names did not appear in the list approved on June 25, 1928 completed their work on July 20, 1928 and were awarded diplomas. Your approval of this action is requested.

Vera C. Becker
Franklin H. Kennedy
Lillian Mott

Elizabeth M. Slack
Mary Ruth Tope

6. The following students approved for graduation at the close of the Second Summer Term at your meeting on June 25, 1928 did not complete their work as proposed and consequently did not receive their diplomas on August 31, 1928.

Lola G. Bowers
Beth Lillian Coyle
Frona L. Harrison

Ethel Irene Scott
Mary E. Sullivan
Violet VanNostrand

The following students whose names did not appear in the list approved on June 25, 1928 completed their work on August 31, 1928 and were awarded diplomas. Your approval of this action is requested.

Elsie Bass
Helen Griffin
Eva V. Kampmeyer
Hazeldell R. Kellogg
Myrtle Kimes

Faith Rawson
Eva S. Robinett
Grayce I. Timmerman
Virgil Urch

7. Per capita cost of students in college for the year beginning July 1, 1927 and ending June 30, 1928.

				Equiv. for 36 weeks
a.	Attendance, first summer term.....	1927 (6 weeks)	650	108
b.	Attendance, second summer term.....	1927 (6 weeks)	250	41
c.	Attendance, fall term.....	1927 (12 weeks)	514/300*	271
d.	Attendance, winter term.....	1927 (12 weeks)	489/330*	273
e.	Attendance, spring term.....	1928 (12 weeks)	482/380*	287
				<hr/> 980

* High school students used in student teaching.

Total cost of operating college for year, not including money spent on permanent improvements, \$245,091.

Per capita cost for 36 weeks = $\$245,091 \div 980 = \250.09 .

II. FACULTY.

1. The following amendments should be made to the schedule of teachers and salaries for the summer session:

Mr. E. C. Beatty was appointed as instructor in History for the second summer session at a salary of \$400. Mr. Beatty offered the courses which Mr. Page has offered for a number of years.

Miss Harriet Conard was appointed to teach Methods in Reading during the second summer session at a salary of \$450.

Miss Rose Parker was appointed to teach Children's Literature during the second summer session at a salary of \$375 for five weeks.

Miss Edna Keith of Joliet taught for one week during the second summer session. Miss Rose Parker took Miss Keith's classes for the remainder of the session. Miss Keith was paid a salary of \$75.

Miss Rosemary Gould and Miss Ruth Ritzman were appointed student assistants in Physical Education for the second summer session at a salary of \$32 each.

Mr. Russell Gage was engaged as teacher of English for the second summer session at a salary of \$325. Mr. Gage is a member of the regular faculty.

Mr. George Thompson, superintendent of schools at St. Charles, Illinois, was appointed instructor in Education for the second summer session at a salary of \$400. Mr. Thompson has been a member of the summer session faculty for a number of years.

Mr. R. A. Cowell of the Physical Education Department was elected to teach during the second summer session but did not teach.

Mr. Richard Bardwell, superintendent of schools at Rock Island, Illinois, was also elected to teach but did not teach during the second summer session.

2. Mr. Edward C. Page, who has been a member of the faculty for twenty-nine years, requests a leave of absence without salary for the Fall Quarter of 1928-29. Mr. Page was very ill for some weeks during the latter part of the summer and for the last month he has been in a hotel at Rochester, Minnesota. I am advised that Mr. Page may not be able to return as a faculty member.

Mr. Allan T. Wright, a member of the English Department, has resigned and will do graduate work at Harvard.

Miss Helen Hubbard of the Social Science Department resigned to accept a position at a higher salary in one of the Chicago High Schools.

Miss Leona Evans, an assistant in the Library, resigned to accept a position as teacher at Deerfield.

Mrs. Leonora Riley, a second grade teacher in the McMurry Training School, died after a brief illness during the early summer. Mrs. Riley had been a member of the faculty for twenty years.

3. I wish to recommend the appointment of the persons named below and at the salaries indicated:

Mr. G. William Campbell, Department of English, \$3000 per year. Mr. Campbell is a graduate of the Normal School at Oshkosh, Wisconsin. He has received his Master's degree at the University of Chicago and has completed additional work towards the Doctor's degree. Mr. Campbell has for six years been Head of the Department of Speech at Oshkosh.

Miss Doris Denton, Department of Social Science, \$1800 per year. Miss Denton received the Bachelor's and the Master's degrees at the University of Kansas. She has had very successful teaching experience in Kansas and in Illinois. She has completed some courses towards the doctorate.

Mr. Wilfred Welter, Department of Biology, \$1900 per year. Mr. Welter comes from Ames, Iowa. He has his Bachelor's and Master's degrees. He has been an assistant in the Biology Department at Ames.

Miss Miriam Anderson, Head of the Department of Physical Education, \$2400. Miss Anderson has her Master's degree from Columbia. For six years she has been Head of the Department of Physical Education at Bemidji, Minnesota.

Miss Ruth Powell, critic teacher in the fourth grade at the Glidden School, \$1300 (the remainder of Miss Powell's salary will be paid by the City School Board of DeKalb). Miss Powell has her Bachelor's degree, is a graduate of the Western Teachers College at Macomb, Illinois, and comes to us very highly recommended. She has had very successful experience in the grades at Pueblo, Colorado.

Miss Harriet Conard, Supervisor of Kindergarten, \$1050 (the remainder of Miss Conard's salary will be paid by the City School Board of Sycamore). Miss Conard has had most successful experience as kindergarten supervisor in Cleveland, Ohio, and as grade supervisor at Decatur, Illinois.

Miss Ardath Pearson, assistant in the Library, \$130 per month. Miss Pearson is a graduate of the Four-Year Curriculum of the Northern Illinois State Teachers College.

III. OTHER SCHOOL EMPLOYEES.

Mr. A. B. Marvin has been appointed janitor at a salary of \$110 per month. The salary began September 17.

Mr. Nels Bjerck has been appointed janitor at a salary of \$110 per month. The salary began September 8. These two janitors are appointed for the Gymnasium and Industrial Arts building respectively.

Miss Helen Case has been appointed stenographer at a salary of \$90 per month. Miss Case is a graduate of the Two-Year Curriculum of the Northern Illinois State Teachers College.

IV. THE ORGANIZATION. No report.

V. THE CURRICULUM. No report.

VI. BUILDINGS AND GROUNDS.

1. Our new building will probably be completed within three weeks. All work is now completed except a small amount of electrical work and about four days of work by plumbers and painters.

The appropriation of \$225,000 for the building and equipment has been very largely used in the construction of the building and we are buying a small amount of equipment from our Revolving Fund. It will be very necessary to have additional funds for equipment for this building during the next biennium. A study of the original estimates led one to believe that approximately \$18000 would be available for equipment. The sum available will probably be less than \$4000.

2. A requisition has been approved for the leveling and grading of the northeast part of the campus. This work was begun Wednesday, September 19.

3. During the latter part of the summer the social rooms and the dining room of Williston Hall were redecorated.

4. A requisition has been approved for the construction and repair of sidewalks on the campus. This work will probably be completed within a month.

5. We hope to have the fence for the athletic field erected within the next six weeks. The requisition has not been finally approved but we have been assured that the requisition will be approved and that the fence will be erected soon.

6. We have had a requisition approved for the installation of shower baths and dressing booths for young women and for the construction of some offices in the main building. This work will probably be completed within the next two months.

VII. AUXILIARY ENTERPRISES.

The revolving Fund shows the following report from April 1, 1928 to June 30, 1928:

RECEIPTS.

Balance on hand, July 1, 1927 from last Biennium (Reverted to State Treasury).....	\$38,993.01	
Remitted to Revolving Fund July 1st to March 31st, 1928	48,528.35	\$ 87,521.36
Cash received April 1st to June 30, 1928—		
Board and room, Williston Hall.....	\$12,816.28	
Registration fees	5,229.00	
Sale of lesson plans.....	37.86	
Library fines	75.00	
Sales—Mimeograph work, plants, Ind. Arts, Supplies, etc.	280.10	
Total received July 1st, 1927 to June 30, 1928....		18,438.24
Total in Revolving Fund		\$105,959.60

EXPENDITURES.

April 1st, 1928 to June 30, 1928—		
Salaries	\$ 8,165.69	
Food	4,289.95	
Office supplies and telephone.....	232.36	
Fuel for cooking stoves	31.40	
Supplies, household, school and garden.....	2,669.68	
Repairs	2,541.36	
Total expenditures for this period.....	\$17,930.44	
Expenditures, July 1, 1927 to March 31, 1928.....	43,987.65	
Total expenditures July 1 to June 30.....	\$61,918.09	
Actual balance to the credit of this Institution in the Revolving Fund	44,041.51	\$105,959.60
Appropriation for Revolving, 1st Year.....	\$80,000.00	
Expenditures July 1, 1927 to June 30, 1928.....	61,918.09	
Balance, Revolving Fund (Per Voucher Register).....	\$18,081.91	

VIII. STUDENT LIFE.

The members of the faculty are unanimous in their belief that we have an unusually fine student group this year.

IX. MISCELLANEOUS.

I am submitting herewith the proposed budget for the Northern Illinois State Teachers College for the next biennium and I wish to discuss with the Board the need for the various items which are requested.

The Homecoming of the Northern Illinois State Teachers College will be held October 19 and 20. The annual Alumni Dance will be given Friday evening, October 19. On Saturday morning, October 20, the class reunions and the business meeting of the alumni association will be held. Early Saturday afternoon the new building will be dedicated and at 3:30 a football game between Valparaiso University and the Northern Illinois State Teachers College will be played. I wish to invite all members of the Board to attend the dedication of the new building and to join us in the program as outlined above. A detailed announcement will be sent to the Board members at a later date.

X. SUMMARY.

Action by the Board is requested upon:

1. The granting of the diplomas to the graduates of the summer session of 1928.
2. The appointments and salaries paid to the faculty members not previously approved for the summer session.
3. The granting of the leave of absence to Mr. E. C. Page and the resignations of Mr. A. T. Wright, Miss Helen Hubbard, Miss Leona Evans, and Mrs. Leonora Riley.
4. The appointments of Messrs. Campbell and Welter, and Misses Denton, Anderson, Powell, Conard, and Pearson.
5. The appointments of Messrs. Marvin and Bjerck, as janitors, and Miss Case as stenographer.

Respectfully submitted,

J. C. BROWN, *President*.

President Brown called special attention to the blunders which were made in locating and determining the foundation levels of the new gymnasium building. Water stands under the concrete floor and in time may seep through and buckle the hardwood floor. The building was built over an old sewer. This again shows the difficulty under the Administrative Code in determining responsibility for such blunders. Practically all the money in the original appropriation which was intended for equipment must now be used for the building and for providing for drainage.

The Board approved the following recommendations in this report:

1. The granting of diplomas to the graduates of the summer session of 1928, as set forth in the report.

2. The appointment of the following persons for the second summer session:

E. C. Beatty	History	\$400
Harriet Conard	Reading	450
Rose Parker	Children's Literature	375
Edna Keith	Children's Literature (one week)	75
Rosemary Gould	Student Assistant, Physical Education	32
Ruth Ritzman	Student Assistant, Physical Education	32
Russell Gage	English	325
George Thompson	Education	400

3. The granting of leave of absence to E. C. Page.
4. The resignation of the following persons: Allan T. Wright, Helen Hubbard, and Leona Evans.
5. The appointment of the following teachers for the school year of 1928-1929:

G. William Campbell	English	\$3000
Doris Denton	Social Science	1800
Wilfred Welter	Biology	1900
Miriam Anderson	Physical Education	2400
Ruth Powell	Glidden School, 4th grade	1300
Harriet Conard	Kindergarten	1050

6. The appointment of the following employees:

A. B. Marvin	Janitor	\$110 per month
Nels Bjerck	Janitor	110 per month
Helen Case	Stenographer	90 per month
Maurine Bradley	Asst. in Music, beginning Sept. 24.	75 per month

7. An increase of \$10 per month, beginning October 1, in the salary of James Clark, Head Engineer.

President Brown also presented the situation with regard to the furnishing of light and power at the Northern Illinois State Teachers College. He stated that it would be necessary in the near future to replace equipment at a cost of about \$24000, or enter into contract with the Illinois Northern Power Company for the furnishing of light and power to the college and for the changing of the dynamos and equipment from a direct to an indirect current, which change would entail the expenditure of approximately \$7000. President Brown and Mr. Still were appointed a committee by the Board to secure the services of an engineer to make a study of the lighting question and the proposal, and to report back to the Board.

At this point Mr. Blair offered the following resolution:

Any person having served thirty years in any of the institutions under the control of this Board, as president or teacher in any classification, may be placed on the emeritus list as follows:

1. President Emeritus at \$3000 per year.
2. Professor Emeritus at \$2400 per year.
3. Teacher Emeritus at \$1200 per year.

In presenting the resolution attention was called to the fact that the Illinois University and many of the teachers colleges in other states were providing some sort of a pension or retirement fund which helped to attract and hold teachers of a high quality, and that the Illinois Teachers Colleges were having to face that kind of a disadvantage; that with all that the Board could do in securing increases in salary, it would never be possible to pay the best teachers in these institutions a salary that was comparable to the salaries being paid in our high schools, and that this emeritus plan would be a happy corrective of these inequalities. He asked that the resolution be referred to a committee for investigation and study, upon which it should base its report and recommendation to the Board.

The Board ordered the Secretary to notify the Illinois Teacher that its advertisement would be discontinued.

It was moved and seconded that the Chairman appoint a budget committee to which all of the budgets presented by the presidents of the schools should be referred. Motion carried.

President Shryock presented his budget which was duly considered and referred to this committee. He called special attention to the handicap that the Southern Illinois Normal University had borne in comparison with the other schools, and that his budget at this time was taking a step in the direction of removing that handicap.

President Lord presented his budget which was duly considered and referred to the committee. He commented especially upon the need of increased salaries in order that these institutions might secure the best persons with the best ability and training as teachers. While buildings and grounds were necessary, they could not take the place of high grade teachers.

The Chairman then introduced Dr. W. O. Evans who had come to speak to the Board on the health education report which had been adopted previously by the Board. He desired that the presidents of the schools should read the report and see if what they were doing fully complied with the requirements of that report. Dr. Evans indicated that a report which had been brought to him showed that the schools were not carrying out the program fully. This raised the point that if the Normal School Board was establishing this course, that the presidents of the schools were the ones to report on how well the plan was being carried out. The Secretary of the Board was requested to have copies made of the health plan which had been adopted by the Board, and that a copy should be sent to each member of the Board and to each president.

President Felmley presented his budget, which was duly considered and referred to the committee. He explained the grounds upon which he had prepared his budget and asked permission to recall it from the Finance Department and to make certain changes.

President Morgan in offering his budget made a suggestion that met with the favorable consideration of the Board. It was that some standard should be set by which the Board could determine the budget needs of the five schools. His suggestion was that a plan be worked out showing the physical equipment need, the teacher need of a teachers college with an enrollment of 500 students, and the amount of addition to be made in the budget for the increase of each 100 enrollment above that number.

The Board asked President Morgan to prepare a more detailed statement of this plan for the consideration and recommendation of the presidents of all the schools.

The Chairman stated that he would announce the Budget Committee later.

The Board adjourned to meet at Charleston at 9:00 o'clock A. M., Monday, October 15, 1928.

A. M. SHELTON, *Chairman*.
F. G. BLAIR, *Secretary*.

Approved October 15, 1928.

STATE OF ILLINOIS
DEPARTMENT OF REGISTRATION AND EDUCATION

THE NORMAL SCHOOL BOARD

Ex-officio Members

A. M. Shelton, Director of Registration and Education,
Springfield, Chairman

Francis G. Blair, Superintendent of Public Instruction,
Springfield, Secretary

Appointed Members

Term Expires:

1929

Elmer T. Walker, Macomb
Ernest E. Cole, Chicago
James B. Loebner, Chicago

1931

John C. Allen, Monmouth
Frank M. Hewitt, Carbondale
N. M. Mason, Oglesby

1933

Edgar B. Still, DeKalb
Mrs. Martin K. Northam, Evanston
Charles E. McMorris, Marshall

Presidents of Normal Schools

David Felmley, A. B., LL. D., L. H. D.
Illinois State Normal University, Normal

Henry W. Shryock, Ph. B.,
Southern Illinois State Normal University, Carbondale

J. C. Brown, A. M.,
Northern Illinois State Teachers College, DeKalb

Livingston C. Lord, A. M., LL. D.,
Eastern Illinois State Teachers College, Charleston

Walter P. Morgan, A. B., A. M.,
Western Illinois State Teachers College, Macomb

STANDING COMMITTEES

Finance

Mr. Walker
 Mr. Allen
 Mr. McMorris
 Mr. Mason
 Mrs. Northam
 The Chairman
 The Secretary

Supplies and Equipment

Mr. Allen
 Mr. Cole
 Mr. Mason
 Mr. Hewitt
 Mrs. Northam
 The Chairman
 The Secretary

Faculty and Curricula

Mr. Cole
 Mr. Allen
 Mr. Walker
 Mr. Still
 Mr. Loebner
 The Chairman
 The Secretary

Buildings and Grounds

Mr. Still
 Mr. Cole
 Mr. McMorris
 Mr. Hewitt
 Mr. Loebner
 The Chairman
 The Secretary

Dormitory

Mr. Loebner
 Mr. Mason
 Mrs. Northam
 The Chairman
 The Secretary

MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD.

The Normal School Board met at Charleston, in the Teachers College Building, at 9:00 A. M., October 15, 1928.

Members present: Messrs. Hewitt, McMorris, Mason, Shelton, Still, and Blair.

Members absent: Messrs. Allen, Cole, Loebner, Walker, and Mrs. Notham.

All of the presidents were present.

The minutes of the previous meetings were presented. Attention was called to the fact that the action taken by the Board at the Chicago meeting on September 24 on the discontinuance of the advertisement in the Illinois Teacher was not recorded. The minutes were amended to read: "The Board ordered the Secretary to notify the Illinois Teacher that its advertisement would be discontinued." The minutes thus amended were adopted.

The Chairman announced that this meeting was called for the consideration of the budgets presented by the presidents of the schools and referred to the budget committee. At the last meeting President Morgan had been requested by the Board to prepare a statement embodying his idea of basing the budget askings of the teachers colleges upon certain units of attendance. President Morgan was called upon to present his report. He stated that the five presidents had conferred at great length upon the results of his investigations, as well as upon the plan he had proposed, but that the five presidents were unable to agree upon a recommendation; that there was a majority report and a minority report, the majority report having the approval of four of the presidents and the minority report having the approval of one president. Mr. Mason suggested that a compromise plan was also to be proposed, and suggested that it be heard before the other plans. It was decided, however, to hear the majority and the minority report before the compromise plan was presented. Mr. Morgan stated that the report he was offering referred only to the salary and wage budget. He presented in detail the data he had assembled and the conclusions he had reached as they were embodied in the majority report. He had gathered his data from college and universities in other states, as well as from the five teachers colleges in Illinois.

The majority plan began with an enrollment of 500, with an appropriation in salaries and wages of \$360 per capita, and a diminishing appropriation for each 100 added to the enrollment until that enrollment had reached 1600. After that the addition for each increase of 100 enrollment was to be \$10,000.

President Felmley, in presenting the minority report, held that the proposed plan would discriminate against the larger schools. He made a strong plea for a more liberal treatment of the schools of large enrollment, and held that an addition of \$10,000 after the 1600 enrollment period would be insufficient and would tend to lower the quality of the teaching in the institutions of larger enrollment. He held that the very least amount which would take care of the salary and wage load would be \$13,000 per each 100 students.

After much discussion on these proposals, Mr. Mason offered from the budget committee a definite set of budgets for the coming biennium. These budgets were determined by taking the modified askings of the Teachers College at DeKalb, which has the lowest enrollment, and adding \$13,330 to that for each addition of 100 enrollment in the other normal schools. The compromise proposed by Mr. Mason was presented in a convenient form for comparison, as follows:

SALARIES AND WAGES.

School.	Enrollment on 36 wks.	Present.	SALARIES AND WAGES.		Per capita.		Total amount less revolving fund.
			(1) Majority report.	(2) Compromise plan.	(1) Per capita.	(2) Per capita.	
Normal	1952	\$330,787	\$360,060	\$374,760	\$184	\$192	\$336,760
Carbondale . . .	1675	234,421	330,458	338,750	191	202	308,750
Iacomb	1080	208,650	259,291	261,400	240	242	243,900
Charleston . . .	891	208,383	234,534	236,830	263	265	217,930
DeKalb	790	223,755	220,870	223,500	279	283	204,900

While Mr. Mason did not claim for his compromise that it offered a plan to meet all future needs, he did believe that it would meet the needs for the next biennium, during which time further studies might be made. After detailed discussion and comment, all of the five presidents were willing to accept this compromise. President Brown called attention, however, to the need at DeKalb of taking care of an existing situation in the Teacher Training Department which would call for an addition of \$16,000 to the budget given in the compromise plan. On motion the compromise budget for salaries and wages was approved unanimously by the Board. President Morgan and Mr. Mason were complimented by the Board for the work which they had done in preparing the reports.

A motion was made by Mr. Mason that the budgets presented by the presidents to the Board at the Chicago meeting, covering the items of office expense, travel, operation, repairs and equipment, and permanent improvements, should be approved by the Board for presentation to the Finance Department. This motion was carried.

Mr. Mason presented a salary schedule which provided for four separate classes for the teachers in the various colleges. The plan presented was as follows:

REPORT OF SALARY SCHEDULE COMMITTEE OF THE ILLINOIS STATE NORMAL SCHOOL BOARD.

Charleston, October 15, 1928.

We believe that a definite salary schedule, setting up minimum and maximum salaries for the different classes of which a college faculty may be composed, establishing as it does a definite salary prospect for every teacher entering the faculty, is a potent incentive to continuance in the position, and is a decided help in attracting the right kind of teachers to any college. A SALARY FUTURE is a considerable factor in securing superior teachers.

We also believe that a definite salary schedule may contribute to the morale of a teaching corps by making for unity, harmony, and good will; diminishing individual rivalry and suspicions of partiality.

We recognize that a salary schedule has some disadvantages, and unless properly safeguarded and administered may do more harm than good.

We feel, however, that when properly safeguarded and administered it is a potent force in building up and maintaining the kind of teaching corps we all want to see in our Teachers Colleges.

From the standpoint of definite financial planning, long in advance, a fixed salary schedule is also very advantageous. In public service, where revenue-raising machinery requires a considerable period of time, and where budgets must be approved and acted upon by a critical legislature, the definiteness of a fixed salary schedule is bound to be a great help in securing the necessary appropriations.

Your committee, therefore, after a full and free discussion which included the five presidents who will have to administer any salary schedule that may be adopted, and after studying the salary schedules of teacher colleges from neighboring states, submit the following tentative plan for salary schedule. We wish it distinctly understood that it is a tentative plan only, that it may need to be revised and changed, and that we hope it will be fully discussed before being put into final form for adoption.

RULES GOVERNING THE PROPOSED SALARY SCHEDULE FOR THE ILLINOIS STATE TEACHERS COLLEGES.

1. This salary schedule is based on a year's service of thirty-six weeks. All salaries are to be paid in nine equal monthly installments.

2. Any teacher who is now a member of the faculty of one of the State Teachers Colleges and who has served the Normal School system for a period of ten years or more, may, on the recommendation of the president, approved by the Normal School Board, be given the rank to which his present position entitles him, regardless of whether he possesses the required degree called for in this schedule.

3. The head librarian at each school shall be included in the faculty of the State Normal School staff of teachers.

4. All teachers continued in the system after July 1, 1931, who have already served two years (72 weeks) in the system, shall be classified under this schedule.

5. Teachers who have served in the system less than 72 weeks shall be classified after they have served 72 weeks, provided they are continued in the system. Until so classified, the salaries of such teachers shall be fixed by the Board on recommendations of the President.

6. Continuity of service automatically entitles a teacher to the annual salary advances of the schedule within his class.

7. A teacher in any of the four classifications of the schedule may be advanced in such class more rapidly than provided by the schedule, or may be promoted from a lower to a higher class, but no such advance or promotion shall be made except upon written recommendation of a president based upon inspection of the teacher's classroom work, which recommendation shall fully advise the Board as to the facts justifying the recommendation. Such action may be taken at any Board meeting.

8. Promotions from one class in the schedule to another shall not follow automatically when a teacher shall have raised his qualifications to meet the requirements of the class above, but shall be made only upon recommendation of the president, duly approved by the Normal School Board.

9. Recommendations for promotions must be presented at the January meetings of the Board, and shall be investigated, considered, and acted upon by the Board before the first of the following July, and advances and promotions shall become effective only as of July 1st.

10. Sex shall not be considered a factor in connection with advances or promotions.

11. The classification of a teacher according to the provisions of this schedule shall carry with it security of tenure during his continuance of satisfactory service and professional growth, unless the reorganization of the work of the school makes it necessary to discontinue the position which he holds.

12. Leave of Absence for Illness: A teacher whose service is interrupted by personal illness after beginning her work for the year shall receive full pay for two weeks, half pay for the next two weeks, after that no pay. A week's leave of absence with full pay may be granted to a teacher because of serious illness or death in the immediate family of the teacher.

13. Leave of Absence to Continue Education: One teacher from the faculty of each Teachers College for every twenty-five members or major fraction thereof, may be granted a year's leave of absence on half pay for the purpose of attending some institution of higher learning, provided that teacher shall have already taught five years in the Teachers College and that the amount of the allowance shall not exceed \$1500. Said teacher, however, shall agree to teach at least two more years in the same faculty, and give a note for this amount with proper security, same to be cancelled at the end of the two years of service required. The leave of absence must be applied for at the April meeting of the Board.

14. The various classes provided under this schedule, the required qualifications for each class, the salaries, and the increments shall be as follows:

GROUP I.

Professor\$3420 to \$4275
 Doctor's degree, or equivalent in training of a type not leading to a degree, plus well established evidence of teaching ability.
 Increments in this class shall be given only on recommendation of the President, approved by the Normal School Board.
 Fractional part of total number allowed — $\frac{1}{8}$.

GROUP II.

Associate Professor\$2745 to \$3465
 Two years graduate work, or equivalent in a type of work not leading to a degree, plus well established evidence of teaching ability.
 Annual increments \$90.
 Fractional part of total number allowed — $\frac{2}{8}$

GROUP III.

Assistant Professor\$2250 to \$2790
 Master's degree, or equivalent in a type of work not leading to a degree, plus well established evidence of teaching ability.
 Annual increment \$90.
 Fractional part of total number allowed — $\frac{3}{8}$

GROUP IV.

Instructor\$1755 to \$2295
 Bachelor's degree plus evidence of teaching ability.
 Annual increment \$90.
 Fractional part of total number allowed — $\frac{2}{8}$

15. Any person having served thirty years in any of the institutions under the control of this Board as president or as teacher in any of the four classifications in section 14 may be placed on the emeritus list as follows:

- (a) President Emeritus at \$3,000 per year.
- (b) Professor or Associate Professor Emeritus at \$2,400 per year.
- (c) Assistant Professor or Instructor Emeritus at \$1,200 per year.

16. The terms professor, associate professor, assistant professor, and instructor shall be used in designating the members of the faculty of the teachers colleges, and shall be assigned by the Board on recommendation of the president of each teachers college in accordance with the rules of the salary schedule concerning minimum qualifications of the faculties.

The above plan conforms to the following section which is a part of the present appropriation bill for the State Teachers Colleges:

"Section 3. Payments for personal services from appropriations herein made shall be in conformity with schedules and amendments thereto submitted by the Normal School Board and approved by the Department of Registration and Education and the Department of Finance before becoming effective. Such schedules and amendments thereto may set up groups of employment showing the approximate number to be employed, with fixed or minimum and maximum rates. Such rates and titles in the several teachers schools shall be uniform for like service so far as possible."

Committee	{	N. M. MASON, <i>Chairman</i> .
on		Mrs. M. K. NORTHAM.
Salary Schedule		F. M. HEWITT.

The emeritus plan proposed by Mr. Blair at the previous meeting was approved by the committee as a part of this schedule with such modifications as were necessary to make it fit into the new classification. A suggestion was offered that the annuity to those retired on the emeritus relationship should be based on a percentage of the average of the salary of the individual for the last five years. The board, however, approved the suggestion of flat annuities as offered in the previous proposal. After discussion the schedule as thus amended was adopted by the Board.

President Felmley raised the matter of a request for an increase in the term fees, but the Board took no action on the matter.

Mr. Mason presented the following expression of appreciation prepared by the committee on the death of Dean O. L. Manchester:

In the death on June 4, 1928 of Dean O. L. Manchester of the Illinois State Normal University, the state lost one of the most valuable instructors in the Normal School system. In his every sphere of activity he was distinctly a power, and always a power for good. He was a man of sound judgment, with a hatred of all that savored of sham or hypocrisy. His genuine sympathy, unflinching courage, and sterling integrity of character endeared him to all that knew him.

Mr. Manchester's long and effective service for the state at Old Normal can neither be measured nor repaid. He made an impression upon his students that was bound to be reflected in the type of teaching they in turn would do. In his death Illinois loses one of the most valuable and influential members of the teaching profession.

Committee	{	N. M. MASON.
		DAVID FELMLEY.
		MRS. M. K. NORTHAM.

The Board records its appreciation of the fine luncheon served in Pemberton Hall.

The Board adjourned.

A. M. SHELTON, *Chairman.*
F. G. BLAIR, *Secretary.*

Approved February 6, 1929.

