

5-23-1932

## Proceedings of the Normal School Board of the State of Illinois

Illinois Department of Registration and Education

Illinois Normal School Board

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STATE OF ILLINOIS  
DEPARTMENT OF REGISTRATION AND EDUCATION

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**THE NORMAL SCHOOL BOARD**

**Ex-officio Members**

M. F. Walsh, Director of Registration and Education  
Springfield, Chairman  
Francis G. Blair, Superintendent of Public Instruction  
Springfield, Secretary

**Appointed Members**

**Term Expires**

**1933**

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

**1935**

Albert E. Bailey, Macomb  
Preston Bradley, Chicago  
Mrs. G. W. T. Reynolds, East St. Louis

**1937**

Harriet A. McIntire, Mendota  
J. D. Dill, Carbondale  
William R. Bach, Bloomington

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**Presidents of Normal Schools**

Harry A. Brown, A. B., A. M., Ed. D.  
Illinois State Normal University, Normal  
Henry W. Shryock, Ph. B.  
Southern Illinois State Normal University, Carbondale  
Karl L. Adams, B. S., 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., Ph. M.  
Western Illinois State Teachers College, Macomb

STANDING COMMITTEES

*Finance*

Mr. Bailey  
Miss McIntire  
Mr. McMorris  
Mr. Bach  
Mrs. Northam  
The Chairman  
The Secretary

*Supplies and Equipment*

Mr. Bailey  
Mr. Bradley  
Mr. Bach  
Mr. Dill  
Mrs. Northam  
The Chairman  
The Secretary

*Faculty and Curricula*

Mr. Bradley  
Miss McIntire  
Mr. Bailey  
Mr. Still  
Mrs. Reynolds  
The Chairman  
The Secretary

*Buildings and Grounds*

Mr. Still  
Mr. Bradley  
Mr. McMorris  
Mr. Dill  
Mrs. Reynolds  
The Chairman  
The Secretary

*Dormitory*

Mrs. Northam  
Mrs. Reynolds  
Mr. Bach  
The Chairman  
The Secretary

## MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD.

The Normal School Board met in the Eastern Illinois State Teachers College Building, Charleston, Illinois, at 9:00 A. M., April 4, 1932.

Present: Messrs. Bach, Bailey, Blair, Dill, McMorris, Walsh, Mrs. Reynolds, and Miss McIntire.

Absent: Messrs. Bradley and Still, and Mrs. Northam.

All of the normal school presidents were present except Mr. Shryock.

The minutes of the previous meeting were presented and approved.

Upon a statement made by President Adams concerning the health of Mr. Still, it was moved and unanimously carried that the Secretary prepare a resolution to be sent to Mr. Still.

As President Shryock had wired to Mr. Dill, a member of the Board, that on account of the illness of Mrs. Shryock it would be impossible for him to attend the Board meeting, a motion was made and unanimously carried to instruct the Secretary to send President Shryock a resolution of sympathy.

These two resolutions are made a part of the minutes, as follows:

To President Shryock:

The members of the Normal School Board, in session at Charleston, wish to extend to you their heartfelt sympathy in Mrs. Shryock's illness, and to express their hope that she will soon be restored to complete health.

(Signed by all members of the Board present)

To Mr. Still:

The Normal School Board of Trustees in session at Charleston, Illinois, extend to you their congratulations on the report of improvement in your health and express their earnest wish and desire that you may be able to attend their June meeting.

(Signed by all members of the Board present)

Upon the call of the regular order of reports from the presidents, Mr. Bailey made the motion to defer action on all recommendations in the presidents reports until the executive session of the Board. As this was the first time such a proposal had ever been made on the Normal School Board, there was some discussion of it. Mr. Blair took the ground that the recommendations of the presidents should be acted upon by the Board while the presidents were present to answer any questions which might be raised. A roll call was asked for. The following persons voted for the motion: Mr. Bach, Mr. Bailey, Mr. Dill, Mr. McMorris, Mrs. Reynolds, and Miss McIntire. Mr. Blair voted against the resolution, and Mr. Walsh did not vote. Mr. Bailey recommended that the presidents should confine the oral presentation of their reports to such matters as were not fully explained in the typed copies sent to the members of the Board in order that more time might be left for the executive session.

## 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,  
April 4, 1932.

*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—Fall Quarter, 1931-1932.

	Men and Boys.	Women and Girls.	Total.	Total one year ago.
a. College.				
Seniors.....	47	28	75	59
Juniors.....	33	38	71	67
Sophomores.....	88	152	240	172
Freshmen.....	132	183	315	372
TOTAL.....	300	401	701	670
b. High school.....	71	116	187	216
TOTAL IN RESIDENCE ABOVE EIGHTH GRADE.....	371	517	888	886
c. Non-residents.....	...	...	...	...
d. Elementary grades.....	131	134	265	258
GRAND TOTAL OF ALL STUDENTS AND PUPILS.....	502	651	1,153	1,144

#### 2. Attendance—Winter Quarter, 1931-1932.

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College.				
Seniors.....	42	28	70	64
Juniors.....	33	42	75	63
Sophomores.....	81	147	228	180
Freshmen.....	122	170	292	373
TOTAL.....	278	387	665	680
b. High School.....	64	114	178	202
TOTAL IN RESIDENCE ABOVE EIGHTH GRADE.....	342	501	843	882
c. Non-residents.....	...	...	...	...
d. Elementary grades.....	126	133	259	253
GRAND TOTAL OF ALL STUDENTS AND PUPILS.....	468	634	1,102	1,135

#### 3. Graduates.

I wish to submit the lists of candidates for graduation, 1932, provided they complete their work by the close of the summer quarter, September 2, 1932.

##### (1) DEGREE—BACHELOR OF EDUCATION.

1. Adkins, Neal Ashley, Industrial Arts, Manual Arts.
2. Albers, Glenna Juanita Sprout, Mathematics, Physics.
3. Anderson, Lora E., Smith-Hughes Home Economics.

(1) DEGREE—BACHELOR OF EDUCATION—Concluded.

4.	Askew, Charles Glenn, Chemistry, Mathematics.
5.	Baird, Charles Harland, Industrial Arts, Manual Arts.
6.	Bankson, Bernice Irene, Elementary Education, Geography.
7.	Betebner, Charles Donald, Social Science, Geography.
8.	Buckler, Roscoe Stanton, Industrial Arts, Manual Arts.
9.	Buckler, William Forest, Mathematics, Physics.
10.	Cherry, James Harrison, Social Science, English.
11.	Chesser, Gene, Social Science, Geography.
12.	Collenberger, Delmar James, Social Science, English.
13.	Cooper, Madge Lena, Smith-Hughes Home Economics.
14.	Corley, Ruth, English, Art.
15.	Covert, Esther Adelia, English, German.
16.	Curry, Earl Donald, Industrial Arts, Manual Arts.
17.	Cutler, Carlos Dale, Social Science, Geography.
18.	Cutshall, Alden Denzel, Chemistry, Mathematics.
19.	Deverick, Ralph Newton, Industrial Arts, Manual Arts.
20.	Dooly, Daniel Paul, Botany, Mathematics.
21.	Dorris, Donald Keith, Industrial Arts, Manual Arts.
22.	Edwards, Joseph Allen, Social Science, Geography.
23.	Evans, Ralph Francis, Mathematics, Physics.
24.	Ferguson, Hazel Alma, Zoology, Botany.
25.	Foltz, Haldon Verne, Social Science, English.
26.	Fromme, Frank Fred, Physics, Mathematics.
27.	Funkhouser, Orval Wendell, Social Science, Manual Arts.
28.	Gelsing, Leo Marion, Industrial Arts, Manual Arts.
29.	Goble, Anna, Mathematics, Botany.
30.	Goldsmith, Norman Albert, Mathematics, English.
31.	Gray, Agnes Kathryn, Mathematics, Physics.
32.	Hall, Carl Marvin, Botany, Zoology.
33.	Hamer, Alice Elizabeth, English, French.
34.	Henley, Cedric Maring, Industrial Arts, Manual Arts.
35.	Hill, Lawrence Alvin, Industrial Arts, Manual Arts.
36.	Hill, Ralph Harold, Social Science, English.
37.	Holmes, Mary Emeline, Smith-Hughes Home Economics.
38.	Hopkins, Frances Louise, English, History.
39.	Hulbert, Vance, Industrial Arts, Manual Arts.
40.	Kelsey, Harry Edwards, Social Science, English.
41.	King, Margaret Adline, Primary Education, English.
42.	Kirk, Joseph Stephen, Mathematics, Physics.
43.	Kite, John Leon, Industrial Arts, Manual Arts.
44.	Koetge, Katherine Sarah, Social Science, Mathematics.
45.	Lantz, Natalie Virginia, English, French.
46.	Loving, Howard Hayden, Social Science, English.
47.	McMorris, Paul Vernon, Industrial Arts, Manual Arts.
48.	McMorris, Rex Merrill, English, History.
49.	Milone, Walter, Social Science, Geography.
50.	Montgomery, Forest Eugene, Mathematics, Physics.
51.	Muchmore, Clarence Edward, Industrial Arts, Manual Arts.
52.	Muchmore, Nora Ellen, Primary Education, English.
53.	Parkison, Ralph Austin, Industrial Arts, Manual Arts.
54.	Phipps, Helen Glendora, Latin, French.
55.	Powers, John Gerold, Industrial Arts, Manual Arts.
56.	Riegle, Grace Ethelyn, English, History.
57.	St. John, Paul, Physics, Mathematics.
58.	Singler, Irvin Victor, Social Science, French.
59.	Slinn, Helen Edna, Latin, French.
60.	Smith Ida Eliza, Social Science, French.
61.	Smith, Wilbur Holmes, Industrial Arts, Manual Arts.
62.	Strader, Norman Audrey, Physics, Mathematics.
63.	Thompson, Margaret Ruth, Latin, French.
64.	Thrall, Robert Bates, Industrial Arts, Manual Arts.
65.	Turney, Willard Edgar, Social Science, Geography.
66.	Westrup, Helen Louise, Latin, Mathematics.
67.	Wilson, Kenneth Bernard, Industrial Arts, Manual Arts.
68.	Young, Delbert Loren, Industrial Arts, Manual Arts.
69.	Zimmerly, Vesta Eileen, Smith-Hughes Home Economics.
	Men ..... 46
	Women ..... 23
	<hr/>
	Total ..... 69

(2) JUNIOR COLLEGE DIPLOMA.

1.	Adkins, Goldie Kathleen	7.	Brubaker, Orval Elmer, Manual Arts
2.	Artz, Kathleen Elizabeth	8.	Carpenter, Ronald Albert, Manual Arts
3.	Bingaman, Edna Ruth	9.	Carruthers, Iva Gertrude
4.	Birch, Ethel Mary	10.	Casna, Mamie Emma
5.	Blackburn, Juanda Glenn		
6.	Broom, Elizabeth Catherine		

## (2) JUNIOR COLLEGE DIPLOMA—Concluded.

11. Claybaugh, Robert Holloway, Manual Arts	42. Miller, Phyllis Vivian
12. Claybaugh, William Stanley, Manual Arts	43. Milnes, Dorothy Eleanor
13. Courtright, Lily Belle	44. Moorhead, Thelma Boyd
14. Cox, Carrie Erlene	45. Morgan, Lilly Myrtle
15. Dalton, Dorothy Margery	46. Nicholson, Ora Mildred
16. Dowling, Harriett Nott	47. Petty, Loren Herman
17. Eveland, Lutheria Ellen	48. Quick, Neva Lenora
18. Fritsch, Margaret Elizabeth	49. Quick, Ruth Marie
19. Furr, Mary Ann	50. Ragsdale, Gladys Lucile
20. Gibbs, Mayzella Lee	51. Reidell, Wilmina
21. Griffin, Wauneta Inez	52. Reynolds, Nelda Marie
22. Gumm, Florence Marguerite	53. Rodebaugh, Velma John Etta
23. Guthrie, Rachel Elizabeth	54. Rutherfordman, Alice Estella
24. Henry, Irma Agnes	55. Seip, Mary Evelyn
25. Hite, Dorothy Luella	56. Sherrick, Lena Inez
26. Huckaba, Berdina Frances	57. Siegel, Lida Isabel
27. Hugo, Effie	58. Simmons, Nellie Emiline
28. Isgrigg, Juanita Haney	59. Smith, Viola Elizabeth
29. Johns, Ruth Irene	60. Stephens, Twila Alerta
30. Jordan, Mary Rebecca	61. Stout, Mabel Oteal
31. Keltz, Ruby Beatrice	62. Stulgin, Josephine Anna
32. Kersey, Mildred Leotta	63. Thomas, Omer Virgil
33. Kiger, Esther Louise	64. Vaughn, Olive Alice King
34. Lacey, Frances Virginia	65. Vaupel, Edna Ida
35. Lackey, Dorothy Elizabeth	66. Vaupel, Helen Augusta
36. Leasure, Harriet Louise	67. Waller, Elleen Bernadine
37. Lester, Charline Branham	68. Weber, Helen Sayre
38. Major, Thelma Ruth	69. Wigner, Marguerite
39. Martin, Zola Louise Watkins	70. Wilson, Sylvia Mae
40. Massie, Evelyn Gloria	71. Winkleblack, Dorothy Maxine
41. McClain, Rubye Elsie	72. Winkleblack, Irma Mae
	73. Wood, Bernice Jeanette
Men .....	6
Women .....	67
Total .....	73

## SALARY SCHEDULE—FIRST HALF SUMMER QUARTER, 1932.

Six Weeks, June 10—July 21.

Payable from appropriation for Salaries and Wages.

MEMBERS OF REGULAR FACULTY:		Total salary.	June portion.	July portion.
Ellen A. Ford	Dean	\$750.00	\$375.00	\$375.00
E. H. Taylor	Mathematics	750.00	375.00	375.00
S. E. Thomas	History and Government	616.66	308.33	308.33
Isabel McKinney	English	600.00	300.00	300.00
Lawrence F. Ashley	Manual Arts	600.00	300.00	300.00
Fiske Allen	Director of Training School	600.00	300.00	300.00
Howard DeF. Widger	English	600.00	300.00	300.00
Annie L. Weller	Geography	583.33	291.66	291.67
Ernest L. Stover	Botany	583.33	291.66	291.67
Ora L. Railsback	Physic	566.66	283.33	283.33
Friederich Koch	Music	550.00	275.00	275.00
Charles S. Spooner	Zoology	533.33	266.66	266.67
Frank A. Beu	Education	533.33	266.66	266.67
Emily R. Orcutt	English	525.00	262.50	262.50
Charles P. Lantz	Physical Education	516.66	258.33	258.33
Gilberta Coffman	Training Teacher, 6th grade	480.00	240.00	240.00
Grace Geddes	Training Teacher, 2nd grade	480.00	240.00	240.00
Anna H. Morse	Training Teacher, 1st grade	480.00	240.00	240.00
Charles H. Coleman	History	466.66	233.33	233.33
Franklyn L. Andrews	English	466.66	233.33	233.33
Mary J. Booth	Librarian	466.66	233.33	233.33
Glenn H. Seymour	Social Science	466.66	233.33	233.33
Grace E. Messer	Fine and Applied Arts	450.00	225.00	225.00
Laura J. Parker	English	450.00	225.00	225.00
Orra E. Neal	English	416.66	208.33	208.33
Wayne P. Hughes	Manual Arts	416.66	208.33	208.33
Irene K. Braun	Home Economics	400.00	200.00	200.00
Ruth Hostetler	Mathematics	400.00	200.00	200.00
Walter M. Scruggs	Biological Science	400.00	200.00	200.00
Kevin J. Guinagh	History and English	400.00	200.00	200.00
Harris E. Phipps	Chemistry	383.33	291.66	291.67
Eva P. Mintle	Home Economics	366.66	183.33	183.33
Myrtle Arnold	Training Teacher, 4th grade	350.00	175.00	175.00
Russell H. Landis	Manual Arts	350.00	175.00	175.00
Clement H. Sievers	Education	333.33	166.66	166.67
Beth M. Kassabaum	Penmanship	316.66	158.33	158.33

## SALARY SCHEDULE—FIRST HALF SUMMER QUARTER, 1932—Concluded.

		Total	June	July
		salary.	portion.	portion.
<b>MEMBERS OF REGULAR FACULTY:</b>				
Richard W. Weckel	Band and Orchestra	\$300.00	\$150.00	\$150.00
Esther Irene Duggleby	Librarian	266.66	133.33	133.30
Ruth H. Mooers	Art	250.00	125.00	125.03
Hazel I. Hicks	Assistant Librarian	200.00	100.00	100.00
<b>ADDITIONAL MEMBERS OF FACULTY:</b>				
Helen Fern Daringer	English	500.00	250.00	250.00
R. J. Seymour	Physiology and Hygiene	425.00	212.50	212.50
Charles McIntosh	Rural Education	425.00	212.50	212.50
J. H. Gore	Education	400.00	200.00	200.00
E. O. May	Education	400.00	200.00	200.00
Bernice Dunn	Recreation Director	375.00	167.50	167.50
Jay B. MacGregor	Education	375.00	167.50	167.50
Ica Marks	Biological Science	350.00	125.00	125.00
Margaret Means	Geography	350.00	175.00	175.00
Irene Royce Phipps	Training Teacher, 3rd grade	350.00	175.00	175.00
June J. Ashley	Manual Arts	300.00	150.00	150.00
Kathryn More	Public School Music	300.00	150.00	150.00
Mary C. Griswold	Training Teacher, 5th grade	300.00	150.00	150.00
Cletis J. Little	Physics	300.00	150.00	150.00
Louise K. Stillions	Student Assistant Librarian	175.00	87.50	87.50
Cecile L. Burkeybile	Student Assistant Librarian	125.00	62.50	62.50
Bertha M. Griffin	Student Assistant Librarian	75.00	37.50	37.50
Florence E. Wood	Student Assistant Librarian	75.00	37.50	37.50
Total		\$24,264.90	\$12,132.45	\$12,132.45

## SALARY SCHEDULE—SECOND HALF SUMMER QUARTER, 1932.

Six Weeks, July 23–September 1.

Payable from appropriation for Salaries and Wages.

		Total
		salary.
<b>MEMBERS OF REGULAR FACULTY:</b>		
S. E. Thomas	History and Government	\$616.66
Howard DeF. Widger	English	600.00
Lawrence F. Ashley	Manual Arts	600.00
Albert B. Crowe	Chemistry	550.00
Ora L. Railsback	Algebra and Physics	566.67
Charles S. Spooner	Zoology	533.33
Frank A. Beu	Education	533.33
Gertrude Hendrix	Mathematics	433.33
Edith E. Ragan	English	480.00
Charles H. Coleman	Social Science	466.66
Harold M. Cavins	Hygiene	433.33
Wayne P. Hughes	Manual Arts	416.67
Kevin J. Guinagh	History and English	400.00
Rose Zeller	Geography	400.00
Ica Marks	Botany	350.00
Dorothy H. Moore	Fine and Applied Arts	333.33
Clement H. Sievers	Education	333.33
Hazel I. Hicks	Librarian	200.00
Louise K. Stillions	Student Assistant Librarian	125.00
<b>ADDITIONAL MEMBERS OF FACULTY:</b>		
Jay B. MacGregor	Education	\$375.00
Dorothy McNary	Biological Science	300.00
Cletis J. Little	Physics	200.00
June J. Ashley	Manual Arts, half time	150.00
	Chapel Music	50.00
Total		\$9,446.64

## II.

1. No report.
2. No report
3. No report.

Leaves of absence: Miss Ruby Harris—the spring quarter of the current year; Mr. F. A. Beu—the school year 1932-1933; these without pay.

Mr. Wayne Hughes—the school year 1932-1933. If our funds permit I wish to recommend that Mr. Hughes, who has been here nine years and whose yearly salary is \$2,500, be allowed not to exceed \$1,000, he giving a bankable note in accordance with the rules of the Board. This is mentioned now not for present action but because leaves of absence are to be acted upon at this meeting.

## III. OTHER SCHOOL EMPLOYEES. No report.



## IV. THE ORGANIZATION.

1. The condition of the school is good, and in most departments, excellent.

## 4. Proposed calendar for the year 1932-1933:

## FALL QUARTER—1932—TWELVE WEEKS.

Saturday, September 10, and  
Monday, September 12, 1932.....Registration  
8:00—12:00 A. M.—1:30—5:00 P. M.

Saturday, October 29.....Eighteenth Annual Home Coming  
Monday, November 21 (To make up Friday Nov. 25).....A Regular School Day  
Wednesday, November 23, 3:15 P. M.

Tuesday, November 29, 7:25 A. M.....Thanksgiving Recess  
Saturday, December 3, 12:10 noon.....Fall Quarter closes

## WINTER QUARTER—1932-33—TWELVE WEEKS.

Tuesday, December 6.....Registration  
8:00—12:00 A. M.—1:30—5:00 P. M.

Friday, December 23, 3:15 P. M.

Tuesday, January 3, 7:25 A. M.....Holiday Recess  
Saturday, March 4.....Winter Quarter closes

## SPRING QUARTER—1933—TWELVE WEEKS.

Tuesday, March 7, 1933.....Registration  
8:00—12:00 A. M.—1:30—5:00 P. M.

Saturday, April 8, 12:10 noon

Tuesday, April 18, 7:25 A. M.....Easter Recess

Saturday, June 3.....Alumni Day

Sunday, June 4.....Class Sermon

Monday, June 5.....Commencement

## SUMMER QUARTER—1933—TWELVE WEEKS.

## First Half.

Saturday, June 10, and

Monday, June 12.....Registration  
8:00—12:00 A. M.—1:30—5:00 P. M.

Friday, July 21, 12:10 noon.....First Half closes

## Second Half.

Monday, July 24, 8:00 A. M.....Registration

Friday, September 1, 12:10 noon.....Second Half closes

## FALL QUARTER—1933-34.

Saturday, September 9, and

Monday, September 11, 1933.....Registration

## V. THE CURRICULUM. No report.

## VI. BUILDINGS AND GROUNDS.

1. I beg that no member of the Board leave before looking into the Library.

## VII. AUXILIARY ENTERPRISES.

1. Residence Hall. Oral report.

## VIII. STUDENT LIFE.

1. Condition and needs. Oral report.

## IX. MISCELLANEOUS.

A president of the United States has said, "Education is the very first obligation upon the national resources. To lose ground in education is neither economy nor good government." An editorial in a great metropolitan newspaper comments as follows: "The most bitter consequences of the depression would be such losses as must be paid for by ignorance and incompetence in years to come. For the stepping stones to settled peace and prosperity are so many difficulties and problems, which will require all the

courage and competence of our children to surmount them. The younger generation of today is already heir to burdens for which it is in no degree responsible. It is the first obligation of our time to give our children the strength, the knowledge and the spirit which they will need to build a better world."

Without a doubt, the chief agency for giving the children strength, knowledge and spirit is the public school. And whether the public school meets its responsibilities depends upon the character, knowledge and skill of the teachers. These qualities by selection, instruction and training to a good degree must be determined by the teacher training institutions. The efficiency of these institutions is largely determined by the character, scholarship and skill of their faculties. Notwithstanding the demand for economy and even frugality in public expenditure, a completely justified demand, may I again call attention to the salaries needed to get and keep able people in our faculties.

There are in Illinois seventeen positions in public schools paying an average annual salary of \$10,847.00, running from \$8,000 to \$15,000. There are in the United States twelve normal schools and teachers colleges paying the President an average annual salary of \$9,516.60 running from \$8,000 to \$12,000.00. When Mr. Spalding went from Minneapolis to Cleveland for \$10,000 annual salary, I mentioned the fact in a Board meeting and a number of the members exclaimed at the large salary. I mentioned the fact that a few days before, Dr. Bull, a New York surgeon, received a fee of \$10,000 for taking off a rich man's leg. This sum would be a very moderate fee for a number of lawyers.

Forty years ago, a bricklayer on plain work must be able to lay 2,000 brick in a day and for \$3.00. Now or until within a few weeks or months ago, his union permitted him to lay but 600 brick in a day, for which he received \$12.00 or \$40.00 a day at the rate paid a generation ago.

Teachers' salaries have increased much but not so much as wages in the trades, but our work has not been limited. The best teachers do all they can and wish they could do more.

Of course great fortunes are not made in the trades or professions, but in merchandising, banking and manufacturing—the Marshall Fields, the Morgans and the Henry Fords are the rich men. My age will acquit me of any selfishness in this presentation. This Board should be able to pay a president \$10,000 a year, less than half the amount paid the president of the university and two thirds of the amount paid to two high school principals in Illinois.

Also the Board should be able to compete with cities, high school or other teachers colleges in salaries, which it cannot do now.

There ought to be in every teachers college faculty in Illinois, one in every eight or ten who is worth \$6,000, men and women who are authoritative in their respective fields. These questions are in your minds, I am sure: "Can the Board get such people if it has the money?" "It is by no means certain." "Can the Board get such people with the salaries paid?" "Now and then." One of our schools, a third of a century ago, had in its faculty in three important positions, the best men in similar positions in the country, at salaries of \$1600, \$1800, and \$2000. One of these is the leading cartographer in this country; another is a world authority in his field; and another good enough to command a salary of \$10,000. Could these men have been retained? Perhaps—perhaps not.

I am keenly aware, yes, painfully aware of what is in the mind of the Board—the danger of paying more than the teacher is worth, a danger I once thought was greater than the danger of paying less than a teacher was worth. I said this once in a Board meeting when William Bishop Owen, a member of the board, convinced me that I was wrong.

#### X. SUMMARY.

Approval of the Board is requested on the following:

1. Lists of candidates for graduation 1932, provided they complete their work by the close of the summer quarter, September 2, 1932.

2. Teachers salary schedules for first and second half summer quarter, 1932.

Respectfully submitted,

L. C. LORD, *President.*

He again stressed the need of maintaining a salary schedule in the teachers colleges which will secure and hold the type of teachers who can train teachers for the public schools.

Mr. Lord invited the members of the Board to visit the library and see the crowded and difficult conditions under which the library work is being done.

President Lord presented a question of policy to the Board. Should the wife of a member of the faculty be employed in the same school? The Board seemed to be unanimous in its opinion against such a policy.

According to the previous motion, action on the recommendations in the report was postponed.

## 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.  
April 4, 1932.

*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. Attendance—Fall Term, 1931.

a. College.	Men and boys.	Women and girls.	Total.	Total one year ago.
Post Graduates.....	0	9	9	6
Seniors.....	23	45	68	39
Juniors.....	42	66	108	107
Sophomores.....	83	130	213	176
Freshmen.....	137	222	359	423
TOTAL.....	285	472	757	751
b. High School.....	54	76	130	141
c. Elementary grades.....	122	122	244	236
GRAND TOTAL OF ALL STUDENTS AND PUPILS.....	461	670	1,131	1,128

#### 2. Attendance—Winter Term, 1931-32.

a. College.	Men and boys.	Women and girls.	Total.	Total one year ago.
Post Graduates.....	2	6	8	6
Seniors.....	34	58	92	70
Juniors.....	34	54	88	91
Sophomores.....	101	137	238	185
Freshmen.....	104	198	302	397
TOTAL.....	275	453	728	749
b. High School.....	55	70	125	136
c. Elementary grades.....	122	122	244	236
GRAND TOTAL OF ALL STUDENTS AND PUPILS.....	452	645	1,097	1,121

3. About 75 students were dropped or left school at the end of the Fall Term, while about 45 new ones entered at the opening of the Winter Term.

Many of those who left did so because of lack of funds. During the year a work fund of \$800 has been established for students, but almost all of it has now been paid out to them. More than 40 students have been paid from this fund for work they have done from time to time.

#### 4. Graduates.

The following are tentative lists of students now in school who may be able to finish a college course if they complete satisfactorily the work for which they are now enrolled.

##### a. Four Year Course for Bachelor of Education Degree.

Alkire, Sidney  
Althoff, Marjorie Kathleen  
Baker, Eva May  
Bartlett, Hall  
Bell, Christine  
Bown, Dorothy Louise

Breed, Blanche  
Broadhead, Vernon  
Bunt, Don R.  
Callihan, Lillian  
Carrick, Maxine  
Clark, Mona

Cole, Maurine  
 Conn, Ronald K.  
 Elder, Irene  
 Estes, Omar C.  
 Fleming, W. Bryan  
 Foster, William H.  
 Frank, Aline C.  
 Gates, Marcella L.  
 Graham, James C.  
 Grote, Sarah  
 Hainline, Louise  
 Hall, Clyde M.  
 Hall, Freeman F.  
 Heap, Ben F.  
 Heisler, Catherine  
 Hill, Louise Strickler  
 Hoelscher, Viola  
 Hogue, Lester  
 Holstine, Betty  
 Holstine, Garold Delbert  
 Hoyt, Freda  
 Keach, Vesta  
 Kent, Bernice  
 Knoche, Carl  
 Lange, William  
 Lawrence, Mary C.

Loar, Isabelle  
 Maxwell, Louise  
 Mayfield, Odessa  
 McAllister, Edgar  
 McFadden, Ralph  
 Moon, Dorothy H.  
 Morgan, Ruth L.  
 Menne, Joseph  
 Mullen, Grace  
 Nessel, Dorothy E.  
 Patton, Virginia  
 Pennington, Kathryn  
 Peterson, Lois Kathryn  
 Roberts, Alvin B.  
 Roberts, Mrs Iris  
 Simon, Ruth S. B.  
 Spangler, Charles A.  
 Stickle, Nellie Reherda  
 Sticklen, Ruby  
 Sullivan, John L.  
 Talley, Claire B.  
 Vorhees, Vonna Isabel  
 Welton, Everett L.  
 Williams, Elsie  
 Williams, Marietta P.  
 Yates, Annabelle

b. Two and One-half year Course for Special Diploma.

Asbury, Ferne  
 King, Bernice  
 Hainline, Louise  
 Hill, Louise Strickler  
 Swearingen, Richard Joel

Physical Education  
 Physical Education  
 Primary  
 Primary  
 History

c. Two Year Course for Diploma.

Anderson, Katharine  
 Anderson, Sylvia C.  
 Camp, Lawrence  
 Campbell, Hazel Grace  
 Carlson, Marie  
 Churchill, Olive Belle  
 Clayton, Irene E.  
 Dowdall, Dorothy  
 Grote, Ora C.  
 Hatfield, Helen  
 Hedberg, Ruth L.  
 Kemper, E. June  
 Lange, Kathleen  
 Leibowitz, Cecile  
 Lloyd, Margie L.  
 Logan, Violet Evans

Lovejoy, Marjorie L.  
 Merker, Evelyn  
 Morris, Dorothy  
 Raby, Franklin Audrey  
 Ridings, Marian  
 Rodgers, Veatrice L.  
 Russell, Lucille  
 Schlotzauer, Mabel  
 Shive, Louise E.  
 Stratton, Geraldine  
 Swearingen, Richard Joel  
 Talley, Ruth A.  
 Wand, Virginia  
 West, Eleanor Jean  
 Yeoman, Irma Ione

II. FACULTY.

a. Additions for Mid-Spring Term, to be paid from Salaries and Wages.

Name.	Department.	Salary for 6 weeks.
1. E. H. Woodruff.....	Assistant Chemistry and Physics.....	\$300.00
2. ....	Assistant Biology.....	300.00

b. First Summer Term, to be paid from Salaries and Wages.

Name.	Classification.	Salary first 3 weeks.	Salary second 3 weeks.	Total.
F. H. Currens.....	Professor and Dean.....	\$348.75	\$348.75	\$697.50
R. R. Simpkins.....	Professor and Dean.....	337.50	337.50	675.00
Caroline Grote.....	Professor and Dean.....	266.25	266.25	532.50
H. D. Waggoner.....	Professor.....	322.50	322.50	645.00
Irving Garwood.....	Professor.....	307.50	307.50	615.00
A. G. Tillman.....	Associate Professor.....	273.75	273.75	547.50
W. L. Schuppert.....	Associate Professor.....	292.50	292.50	585.00
R. M. Ginnings.....	Associate Professor.....	292.50	292.50	585.00
C. H. Oathout.....	Associate Professor.....	266.25	266.25	532.50
Wayne Wetzel.....	Associate Professor.....	266.25	266.25	532.50
D. L. Bailey.....	Associate Professor.....	266.25	266.25	532.50
D. C. Beighey.....	Associate Professor.....	266.25	266.25	532.50
H. C. Seal.....	Associate Professor.....	228.75	228.75	457.50
Dora Sharp.....	Associate Professor.....	217.50	217.50	435.00
Paul Neureiter.....	Associate Professor.....	210.00	210.00	420.00

Name.	Classification.	Salary	Salary	Salary
		first 3 weeks.	second 3 weeks.	
E. W. Schreiber	Associate Professor	\$236.25	\$236.25	\$472.50
Bessie Myers	Assistant Professor	202.50	202.50	405.00
D. A. Podoll	Assistant Professor	236.25	236.25	472.50
G. W. Gayler	Assistant Professor	266.25	266.25	532.50
W. H. Eller	Assistant Professor	236.25	236.25	472.50
H. F. Schory	Assistant Professor	228.75	228.75	457.50
Theodora Pottle	Assistant Professor	217.50	217.50	435.00
Eva Colby	Assistant Professor	228.75	228.75	457.50
Theresa Wild	Assistant Professor	217.50	217.50	435.00
(English)	Assistant Professor	200.00	200.00	400.00
Gladys Vawter	Assistant Professor	195.00	195.00	390.00
Roy M. Sallee	Assistant Professor	195.00	195.00	390.00
Ethel Ray	Assistant Professor	195.00	195.00	390.00
Isabel Hoover	Assistant Professor	195.00	195.00	390.00
Clel T. Silvey	Assistant Professor	202.50	202.50	405.00
Fanny R. Jackson	Assistant Professor	210.00	210.00	420.00
Kathryn Thompson	Assistant Professor	225.00	225.00	450.00
Mrs. Elizabeth Bennett	Assistant Professor	168.75	168.75	337.50
Margaret Schannenken	Assistant Professor	195.00	195.00	390.00
Helen M. Pence	Assistant Professor	195.00	195.00	390.00
Mary Bennett	Assistant Professor	195.00	195.00	390.00
Myrtle Duncan	Assistant Professor	195.00	195.00	390.00
Bessie Cooper	Assistant Professor	225.00	225.00	450.00
Ray Hanson	Assistant Professor	236.25	236.25	472.50
W. A. McAllister	Assistant Professor	210.00	210.00	420.00
Tressie Bonham	Instructor	195.00	195.00	390.00
Alberta Strome	Instructor	187.50	187.50	375.00
Karl Crilly	Instructor	183.75	183.75	367.50
Olive E. Potter	Instructor	195.00	195.00	390.00
Sara Kramer	Instructor	161.25	161.25	322.50
Rayman Miller	Instructor	187.50	187.50	375.00
Frances Davis	Instructor	176.25	176.25	352.50
Beulah Mitchell	Instructor	195.00	195.00	390.00
Marie Porter	Instructor	191.25	191.25	382.50
Erma Foster	Instructor	187.50	187.50	375.00
Julian Archer	Unclassified	243.75	243.75	487.00
Louis Schleier	Unclassified	250.00	250.00	500.00
Vivian Huston	Instructor	157.50	157.50	315.00
Claude Hesh	Instructor	187.50	187.50	375.00
Hertha Voss	Instructor	176.25	176.25	352.50
Raymond Plato	Instructor	150.00	150.00	300.00
Waldo Horrabin	Unclassified	161.25	161.25	322.50
Ethel Richards	Unclassified	168.75	168.75	337.50
C. W. Bennett	Unclassified	187.50	187.50	375.00
Cecil Evans	Unclassified	195.00	195.00	390.00
Margaret McCain	Unclassified	150.00	150.00	300.00
Elna Scott	Unclassified	183.75	183.75	367.50
Ruth Zenor	Unclassified	165.00	165.00	330.00
Sarah Howard	Unclassified	187.50	187.50	375.00
Minnie Johnson	Unclassified	187.50	187.50	375.00
Dr. Amy Jones	Unclassified	150.00	150.00	300.00
Edith Crabb	Unclassified	105.00	105.00	210.00
Maude Larnier	Unclassified	100.00	100.00	200.00
Lucy Smith	Unclassified	100.00	100.00	200.00
Blanche Breed	Unclassified, half time	60.00	60.00	120.00
T. A. Reynolds	Training Teacher	150.00	150.00	300.00
Carl Runkle	Training Teacher	180.00	180.00	360.00
Vera Morris	Training Teacher	100.00	100.00	200.00
Blanche Bassett	Stu. Lib., half time	60.00	60.00	120.00
Marian Wiseman	Stu. Lib., half time	60.00	60.00	120.00
Ruth Reuss	Stu. Lib., half time	30.00	30.00	60.00
Dorothy Elwick	Stu. Lib., half time	30.00	30.00	60.00
Library Help		100.00	100.00	200.00
Emergency Teachers		300.00	300.00	600.00
Total		\$15,667.50	\$15,667.50	\$31,335.00

## c. Second Summer Term, to be paid from Salaries and Wages.

Name.	Classification.	Salary for 6 weeks.
F. H. Currens	Professor and Dean, half time	\$348.75
R. R. Simpkins	Professor and Dean, half time	337.50
Irving Garwood	Professor	615.00
W. L. Schuppert	Associate Professor	585.00
H. C. Seal	Associate Professor	457.50
E. W. Schreiber	Associate Professor	472.50
Paul Neureiter	Associate Professor	420.00
C. H. Oathout	Associate Professor, half time	266.25
E. E. Van Cleve	Assistant Professor	577.50
D. A. Podoll	Assistant Professor	472.50

Name.	Classification.	Salary for 6 weeks.
Ethel Ray.....	Assistant Professor.....	\$390.00
H. F. Schory.....	Assistant Professor.....	457.50
W. H. Eller.....	Assistant Professor.....	472.50
Mary Bennett.....	Assistant Professor.....	390.00
Theodora Pottle.....	Assistant Professor.....	435.00
Ciel T. Silvey.....	Assistant Professor.....	405.00
Ray Hanson.....	Assistant Professor, half time.....	236.25
Fanny Jackson.....	Assistant Professor.....	420.00
Claude Hesh.....	Instructor.....	375.00
Waldo Horrabin.....	Instructor.....	322.50
Tressie Bonham.....	Instructor.....	390.00
Rayman Miller.....	Instructor.....	375.00
Ralph Barclay.....	Instructor.....	322.50
Olive E. Potter.....	Instructor.....	390.00
Hertha Voss.....	Instructor, two-thirds time.....	235.00
Velna Sollars.....	Instructor.....	270.00
English.....	Unclassified.....	360.00
Minnie Johnson.....	Unclassified.....	375.00
Ethel Richards.....	Unclassified.....	337.50
Emergency Teachers.....		500.00
Library Help.....		300.00
Student Help.....		200.00
Total.....		\$12,511.25

### III. OTHER SCHOOL EMPLOYEES. No report.

### IV. THE ORGANIZATION.

1. The regular departments have seemingly done better work this year than at any time in the past. Many former members of the faculty have returned after taking graduate work. A few new members have come with excellent training and experience. Hence almost all of the departments are better equipped than formerly as to staffs.

2. The extension work has been very successful. This staff too has been improved.

3. There are no changes to be recommended at this time.

4. The Calendar.

Autumn Quarter opens.....	September 14, 1932
Autumn Quarter closes.....	Dec. 6, 1932
Winter Quarter opens.....	Dec. 7, 1932
Winter Quarter closes.....	March 10, 1933
Spring Quarter opens.....	March 13, 1933
Spring Quarter closes.....	June 8, 1933
Mid-Spring Term opens.....	May 1, 1933
Mid-Spring Term closes.....	June 8, 1933
First Summer Term opens.....	June 12, 1933
First Summer Term closes.....	July 21, 1933
Second Summer Term opens.....	July 21, 1933
Second Summer Term closes.....	Aug. 25, 1933
Thirty-first Annual Commencement.....	June 8, 1933
Home Coming.....	Oct. 14 and 15, 1932
Thanksgiving Recess.....	Nov. 24 and 25, 1932
Christmas Holiday.....	Noon, Dec. 21, 1932, Noon Jan. 2, 1933, incl.
Spring Recess.....	April 22, April 30, 1933, incl.

### V. THE CURRICULUM.

1. The curriculum has been under constant study this year by faculty committees, by the faculty as a whole, and through several meetings of a conference in which the president has participated.

2. No changes are recommended at present. A few very minor shifts may be made but nothing of importance will be done until more thorough and conclusive studies have been finished.

### VI. BUILDINGS AND GROUNDS.

1. The plans and specifications for the new training school building are almost complete, but there has been no assurance forthcoming as to when the contract may be let and the actual work started.

2. The auditorium switchboard and arts building elevator are in process of installation.

## VII. AUXILIARY ENTERPRISES.

## 1. Report for Monroe Hall for Quarter ending December 31, 1931.

## RECEIPTS.

Total receipts from October 1 to December 31.....	\$ 6,004.25
Cash balance October 1, 1931.....	36,253.73
	<u>\$42,257.98</u>

## DISBURSEMENTS.

Groceries, meats, fruits and vegetables.....	\$1,431.04
Bread and bakery goods.....	126.32
Milk, butter, cream and ice cream.....	456.36
Gas.....	98.56
Office supplies.....	51.24
Laundry and household supplies.....	298.43
Repairs and equipment.....	52.38
Refund on board.....	67.50
Service.....	1,614.00
Transfer for heat, water and light.....	1,000.00
	<u>\$5,195.83</u>
Balance on hand December 31, 1931.....	\$37,062.15

## SUMMARY.

Cash balance at beginning of Quarter.....	\$36,253.73
Inventory of goods at beginning of Quarter.....	1,075.35
	<u>\$37,329.08</u>
Bills outstanding.....	469.37
Unencumbered balance.....	\$38,859.71
Cash balance at close of Quarter.....	\$37,062.15
Inventory of goods at close of Quarter.....	1,199.70
	<u>\$38,261.85</u>
Bills outstanding.....	471.96
Unencumbered balance.....	\$37,789.89
Gain for Quarter: \$37,789.00 - \$36,859.71 = \$930.18.	

## 2. Report for the Cafeteria for Quarter ending December 31, 1931.

## RECEIPTS.

Total receipts from October 1 to December 31, 1931.....	\$ 809.82
Balance on hand October 1, 1931.....	1,241.02
	<u>\$2,050.84</u>

## DISBURSEMENTS.

Groceries, meats, fruits and vegetables.....	\$302.30
Bread and bakery goods.....	21.50
Milk, butter, cream and ice cream.....	118.77
Laundry and household supplies.....	43.11
Service.....	363.45
	<u>\$1,349.13</u>
	\$701.71

## SUMMARY.

Cash balance at beginning of Quarter.....	\$1,241.02
Inventory of goods at beginning of Quarter.....	531.55
	<u>\$1,772.57</u>
Bills outstanding.....	170.53
Unencumbered balance.....	\$1,602.04
Cash balance at close of Quarter.....	\$701.71
Inventory of goods at close of Quarter.....	939.37
	<u>\$1,641.08</u>
Bills outstanding.....	111.50
Unencumbered balance.....	\$1,529.58
Loss for Quarter: \$1,602.04 - \$1,529.58 = \$72.46.	

## VIII. STUDENT LIFE. No report.



IX. MISCELLANEOUS. No report.

X. SUMMARY.

Approval of the Normal School Board is asked for the following:

1. Graduation of such students on the lists submitted as complete the work by June 9, 1932.
2. The Mid-Spring faculty additions.
3. The First Summer faculty list.
4. The Second Summer faculty list.
5. The calendar.

Respectfully submitted,  
W. P. MORGAN, *President.*

Action on the recommendations in the report was postponed.

## ILLINOIS STATE NORMAL UNIVERSITY.

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

Normal, Illinois,  
April 4, 1932.

To the Chairman and Members of the Normal School Board:

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

## I. STUDENTS.

## 1. Attendance.

I am giving you below a statement of the attendance for the winter quarter of 1931-1932.

	Men and Boys.	Women and Girls.	Total Winter Quarter.	One Year Ago.
a. College.				
Post Graduate.....	9	6	15	10
Seniors.....	59	67	126	97
Juniors.....	74	101	175	122
Sophomores.....	122	349	471	418
Freshmen.....	227	466	693	766
Unclassified.....	2	7	9	6
TOTAL COLLEGE STUDENTS ON CAMPUS.....	493	996	1,489	1,419
c. University High School.....	119	120	239	222
d. University Elementary School.....	201	148	349	377
e. Cooperating Elementary School (Illinois Soldiers and Sailors Children's School).....	335	298	633	601
Cooperating Rural Schools.....	77	72	149	173
TOTAL PUPILS, ELEMENTARY AND SECONDARY.....	732	638	1,370	1,373
GRAND TOTAL.....	1,225	1,634	2,859	2,792

I should like to discuss our enrollment briefly at this point. If you have followed our reports during the past two years, you have noted a constantly increasing enrollment in the regular year. In 1929-1930 a low point of attendance was reached and during the last two years the enrollment has been increasing. I am presenting below a table which shows the enrollment for the last five years, including the present year.

Year.	Fall term.	Winter term.	Spring term.	Total.
1927-1928.....	1,354	1,297	1,283	1,467
1928-1929.....	1,313	1,273	1,227	1,438
1929-1930.....	1,272	1,249	1,193	1,404
1930-1931.....	1,416	1,419	1,373	1,567
1931-1932.....	1,514	1,489	1,459	1,687

This table indicates that last year the enrollment in all three terms was the largest in the history of the institution, with the exception of the fall term enrollment which lacked five students of being as large as the enrollment for the same term 1926-1927. In other respects last year's enrollment was the largest in the history of the school. The enrollment this year without exception, in all three terms, is the largest which the institution has ever had in its history.

The enrollments in the two upper classes have been increasing in the last few years. I am submitting below a table which shows this increase.

Year.	Juniors.	Seniors.	Total.
1925-1926.....	72	71	143
1926-1927.....	118	97	215
1927-1928.....	95	131	226
1928-1929.....	91	123	214
1929-1930.....	111	129	240
1930-1931.....	129	126	255
1931-1932.....	209	174	383

The percentages of increase in enrollment here are interesting. The total enrollment during the regular year 1927-1928 was 1467 and for the same period in 1931-1932 it was 1687, thus making an increase of 220 students or 14.9 per cent. The percentages of increase in number of juniors and seniors is significant during the past five-year period. These per cents are as follows: 1927-1928, 15.3 per cent; 1928-1929, 14.8 per cent; 1929-1930, 17 per cent; 1930-1931, 16.2 per cent; 1931-1932, 22.7 per cent.

I am considerably concerned about the enrollment for next year. You will recall that on July 1, 1931, the Illinois certification law went into full effect. Previous to that time students could teach at the end of one year of preparation. The result was that, of approximately 800 freshmen, only about 300 returned as sophomores. The freshman class which entered last fall, likewise numbering nearly 800, came with the full knowledge that they could not teach until they had taken two years of preparation. I believe that they would not have come at all had they not intended to stay long enough to receive a certificate to teach. Thus, we are faced with the possibility and the probability of the return of 700 freshmen for the sophomore year instead of 300 or 400 as in past years. Transfers from other schools may bring this up to 800 sophomores. There is no reason to think that the freshman class next fall will be any smaller than it was last fall. Thus we are likely to have 1500 or 1600 freshmen and sophomores next fall.

While the annual increase in number of juniors and seniors has not been large from year to year, yet the total increase in eight years has been 168 per cent, and in the last five years, 61 per cent. As the number of sophomores increases, it is probable that the number of juniors and seniors will be larger, for it is not possible to secure positions for all sophomores who secure diplomas. I predict that there will be 350 juniors and seniors next year. This will be an increase of 99 per cent since 1927-1928.

If there are 350 juniors and seniors and 1500 freshmen and sophomores next year, the total enrollment will be 1850 students as compared with about 1500 this year.

Such facts as these are of considerable significance in connection with our planning for next year. It is not certain that conditions will prove to be what seems likely now, based upon these inferences. They do seem to us quite probable. It seems very clear that the effect of the certification law will be to keep in school for two years the majority of freshmen who entered last fall. There is a tendency for students to transfer from liberal arts colleges to state teachers colleges, 149 having transferred to this institution last fall. There is a tendency for two-year graduates who cannot secure positions to return to school to finish the work for a degree. These tendencies are very clear, but there may be other tendencies which will work in the opposite direction and which may keep down the enrollment. I am inclined to think, however, that the trends toward a larger enrollment will prevail and that we shall have something like 1850 students here next fall.

If the conditions which I have described do prevail next fall, they will present a very serious situation both with regard to available classrooms but more particularly with reference to faculty. The number of teachers available at the present time is insufficient to carry on the work of the institution. With several hundred additional students this condition will become quite serious.

2. I am presenting below a list of the probable graduates at commencement in June. It seems probable that these people will complete their work by that time. It is impossible to be certain as early as this in the case of every student. Inevitably some will fail in some of their courses and for that reason will not graduate until the end of the first or second summer term. Judging by past experience, it is certain that a few will drop out of school on account of illness and will fail to complete their work until some later date. This is the best list which can be presented at this time.

I recommend that the people whose names appear below be approved for graduation, subject, in the case of each student, to the completion of his curriculum and the satisfaction of all other requirements.

## (1) SENIOR COLLEGE—DEGREE OF BACHELOR OF EDUCATION.

June 9, 1932.

E—Industrial Arts .....	4
G-M—Physical Education, Men .....	4
G-W—Physical Education, Women .....	5
H—Home Economics .....	6
J—Commerce .....	1
K—High School .....	57
K-S—High School Science.....	3
L—Supervisors .....	3
M—Principals and Superintendents.....	1
	<hr/>
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Baldwin, Harry Earl.....K	Mantle, Harriet Pauline.....G-W
Barclay, Robert William.....E	Mead, Alva W.....K
Barger, Thomas Morse, Jr.....K	Middleton, Ruth Bell.....L
Bates, Ralph.....K-S	Mitts, Noris George.....K
Batterton, Doris.....K	Moore, Josephine Marie.....K
Bayles, Lloyd Wesley.....K	Murphy, Helen Naomi.....H
Bennett, Dorothy Deanne.....K	Myers, Glen Isenhour.....J
Britch, Nellie Mae.....K	Pannwitt, Alice May.....K
Brown, Walter Howard.....K	Parks, Wilma Mae.....G-W
Bushell, Grace Adela.....K	Petty, Gerald Vern.....E
Butz, Inez Lucile.....K	Pierce, Rita Maxine.....K
Carlock, Virginia Madge.....H	Potter, Janet.....H
Carls, John Norman.....K	Reece, Wilbur Taylor.....K-S
Chambers, Lillian Merle.....G-W	Reynolds, Gerald Hiltabrand.....K
Claude, Maria Eugenia.....K	Ripley, Gladys Lillian.....K
Conger, Lola Charlotte.....K	Rockendorf, Edith Katherine.....K
Corrington, Rufus Kingsley.....K	Roller, Ernest Bicknell.....K
Dallman, Betty.....G-W	Ruben, Ekelena.....K
Dickey, Ansel Wayne.....K	Ruebush, Walton Emery.....K
Donovan, Herbert.....G-M	Scott, William Wayne.....G-M
Eberly, Wade LeMar.....K	Shannon, James Harold.....K
Eddy, Jean Goddard.....K	Shell, Genevieve Alberta.....K
Emerson, Vivian Irene.....K	Simmons, Rose Carolyne.....G-W
Farney, Patrick William.....K	Smith, Ruby Margaret.....H
Gorman, Paul Goodwin.....K	Smith, Virginia Elizabeth.....K
Haag, LaVern Floyd.....E	Smith, Vivian Estella.....K
Hanes, Albert Lee.....K	Spalding, Ross Edward.....K
Heldt, Edward Carl.....M	Starr, Clark Dudley.....G-M
Hoerr, Frances Emmalyn.....K	Stoltz, Harlin John.....K
Huston, Aletha D.....L	Story, William Melvin.....G-M
Jenkins, Maxine.....K	Taylor, Ethal Shirley.....K
Johnson, Elinor Virginia.....K	Thompson, Lucille Veva.....K
Kepper, Clara.....K	Vance, Louise.....H
Laird, Louise.....K	Vandaveer, Elta Margeine.....K
Laubhan, Gladys Erickson.....L	Wallace, Ida Lizzie.....K
Leasman, Pauline Mae.....K	Webb, Charles Rudolph.....K
Leasman, Rudolf Eugene.....K-S	Winebrenner, Edgar F.....K
Lee Dorothy Maynard.....K	Winslow, Helen Marguerite.....H
McBlain, Robert Alexander.....K	Wood, Libby Lemme.....K
McClure, Guy James.....K	Yarger, Orval Francis.....K
McElhiney, Maurice Salem.....E	Yenerich, Mary Adeline.....K
McVickar, Robert Bruce.....K	Zook, Roland Eugene.....K

## (2) JUNIOR COLLEGE—TWO YEAR DIPLOMA.

June 9, 1932.

A—Upper Grades and Junior High School.....	38
B—Lower Grades.....	33
C—Kindergarten-Primary.....	22
D—Music.....	9
E—Industrial Arts.....	3
F—Art and Design.....	4
G-M—Physical Education, Men.....	2
G-W—Physical Education, Women.....	10
H—Home Economics.....	6
I—Agriculture.....	1
J—Commerce.....	36
K—High School.....	50
L—Supervisors.....	2
M—Principals and Superintendents.....	2
N—Country School.....	11

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Adams, Bernadine Elizabeth.....	B	Frazier, Emily Irene.....	C
Alberts, Evalyn Ann.....	B	Gallup, Olive Fern.....	N
Allen, Hazel Dorothy.....	K	Garst, Mildred.....	A
Armstrong, Ruth Anna.....	K	Gentes, Geneva Irene.....	J
Arnold, Hooper.....	K	Gilbert, Lorine Rose.....	D
Ayer, Frances Irene.....	C	Gingerich, Hazel Elizabeth.....	B
Baer, Maude Eleanor.....	B	Godfrey, Frances Martha.....	J
Baker, Emma Jane.....	K	Goodier, Vivian Mable.....	J
Balderstone, Maurica Mary.....	A	Gould, Halena Rebecca.....	K
Barclay, Owen Filmore.....	E	Green, Sybil Irene.....	A
Bartells, Frances Christine.....	C	Griffith, Claribel.....	K
Barts, Valeria Alice.....	K	Hale, Helen.....	J
Batterman, Florence Dorothy.....	D	Hansen, Alice Gertrude.....	J
Beckenholtz, Helen Wilhelmina.....	K	Hanson, Mildred Curtis.....	E
Beckwith, Dorothy Frances.....	B	Harlan, Mildred Virginia.....	K
Betzlberger, Marjorie Zella.....	B	Harmon, Dorothy Adeline.....	G-W
Beutien, Elizabeth Hinrichs.....	D	Harrell, Ralph Dixon.....	J
Bialescki, Wilhelmina.....	J	Hart, Thelma Evalene.....	A
Bibb, Edna Vivian.....	A	Hartwig, Joyce Dale.....	K
Bischoff, Helen Louise.....	F	Hasenyager, Berneil Maxine.....	A
Blinn, Opal Craig.....	B	Hayden, Margaret Florence.....	K
Bloomingdale, Gladys Marie.....	A	Heller, Faith Arvilla.....	F
Boyer, Homer Melvin.....	K	Hill, Bernice Marie.....	L
Boynton, Doris Bernice.....	N	Hirst, Louis Frederick.....	K
Brendel, LeRoy Andrew.....	J	Hoffman, Louceille Mae.....	C
Bresson, Florence Lydia.....	B	Houghton, Josephine Lucille.....	A
Briggs, May.....	A	Houston, Henrietta.....	G-W
Brunell, Opal.....	B	Huber, Mary Alline.....	A
Burgess, Lucille Lona.....	A	Hubert, Lucille Lena.....	A
Burriss, Florine Lucille.....	K	Hunt, Burdena Lucille.....	J
Caldwell, Harry Eugene.....	K	Hunter, Ruth Aleen.....	D
Campbell, Ruby Augusta.....	C	Irion, Phyllis Victoria.....	J
Cary, Lucile Lelna.....	H	Isham, Gordon A.....	K
Chesebro, Ruth Aileen.....	K	Jacobs, Blossom Agnes.....	C
Chestnut, Martha Ann.....	L	Jenks, Hazel Harriet.....	J
Christianson, Hilda.....	B	Jennings, Helen Russell.....	K
Clarke, Hortense Marie.....	J	Jerew, Lucinda.....	J
Cline, Dorothy.....	J	Jockisch, Dorothy Elizabeth.....	K
Coale, Doris Lynette.....	C	Johnson, Florence Lucille.....	N
Coffman, Fern Catherine.....	N	Johnson, James Alexander.....	K
Cole, Helen Doris.....	C	Jones, Nellie Louise.....	C
Conger, Ruth Marie.....	K	Juergens, Vivian Lois.....	K
Cora, Norma Marie.....	K	Kauffman, Merle Maurer.....	K
Cox, Gladys Louise.....	J	Kern, Lucille Harriot.....	B
Creager, Angelina Jane.....	D	Kohl, Virginia Alma.....	J
Crist, Mary Irma.....	D	Kroon, Edith Josephine.....	B
Cullen, Stella Felicia.....	B	Krupp, Gertrude Kay.....	J
Davis, Dorothy Danzeiser.....	A	Kudryk, Anna Alexandria.....	J
Denham, Lydia Elizabeth.....	B	Kunder, Helen Viola.....	A
Dobbs, Bertha Lucile.....	B	LaDow, Lee Scott.....	E
Dopp, Marie Grace.....	A	Lange, Laura Ella.....	K
Dunbar, Dorothy.....	K	Langford, Marshall Eugene.....	G-M
Edwards, Lois Corinne.....	K	Lanthorn, Ralph Eugene.....	M
Elder, Maurine.....	D	Lawrence, Lois Elizabeth.....	K
Ellis, Mary Catherine.....	K	Lee, Helen Mae.....	B
Ethyre, Margaret Augusta.....	J	Leverenz, Gertrude Anne.....	F
Farrand, Leta Dunham.....	H	Lewis, Anna Mildred.....	B
Flach, Christina Barbara.....	B	Linn, Nona Fay.....	A
Fisher, Jessie Lorene.....	C	Litwiller, Arthur J.....	K
Frandsen, Helen.....	A	Lucas, Celestine Emma.....	K

## (2) JUNIOR COLLEGE—TWO YEAR DIPLOMA—Concluded.

Lucas, Jessie Marie.....	G-W	Scott, Velma Lunicy.....	A
McAlister, William Cleo.....	M	Shearer, Enola Enid.....	K
McBride, Doris Irene.....	A	Shelton, Jake R.....	I
McCall, Vivian Brent.....	A	Silvers, Annetta Rae.....	J
McCarthy, Anne Margaret.....	B	Sims, Rachel Viola.....	A
McClure, Veryl Eugenia.....	J	Sister M. Gilberta Kennedy.....	B
McConachie, Nancy Hazel.....	A	Sleight, Ruth Elizabeth.....	H
McKee, Margaret Josephine.....	B	Smith, Anna Elizabeth.....	K
McManus, Patricia.....	A	Smith, Barbara Louise.....	J
Malano, Minnie.....	N	Smith, Clara Marie.....	K
Maney, Dorothy Eileen.....	B	Smith, Ethel Mae.....	B
Marcy, Blanche Drisko.....	B	Smith, Laura Louise.....	A
Marks, Mary Hitt.....	A	Smolak, Louis Pavlovitch.....	F
Mateeff, Justina.....	K	Snedaker, Iva Hutchines.....	N
Meadows, Harriet Rae.....	K	Springer, Mary Eileen.....	N
Meryman, Ruth Mable.....	A	Stacy, Margaret Mary.....	K
Meyer, Frances Antoinette.....	D	States, Jean Eleanor.....	G-W
Meyer, Mabel Mildred.....	H	Steinlicht, Margaret Henrietta.....	A
Meyers, Lois Norene.....	B	Stephens, Cleona Lucille.....	J
Miller, Gretchen Mae.....	A	Stickell, Leota Mae.....	J
Miller, Laura.....	A	Stone, Bernice.....	A
Millikan, Evelyn Jeanne.....	G-W	Stonecplpher, Lucile Oreta.....	C
Molohon, Cora Ramona.....	B	Sullivan, Hilma Alice.....	G-W
Murray, Walter Isaiiah.....	G-M	Summers, Anna Esther.....	K
Newbould, Enid Loraine.....	A	Sutton, Clifford Donald.....	D
Noe, Rachel June.....	G-W	Templeton, Maxine.....	C
North, Lucy Lee.....	B	Thomas, Harold William.....	K
Olson, Ora Louise.....	B	Thomas, Ruth Lillian.....	C
Opalka, Florence Irene.....	K	Urban, Elzora Kathryn.....	J
Paden, Margaret Helen.....	K	Uza, Anna.....	A
Paden, Martha June.....	C	Van Huss, Frances Gertrude.....	K
Paulukas, Nellie Alice.....	K	Van Ostrand, Viola Beatrice.....	A
Petitclair, Marie L.....	G-W	Viland, Inga Maye.....	N
Pierce, Marjorie Elizabeth.....	J	Voelkel, Thurley Grace.....	G-W
Pierson, Laurine Marie.....	J	Vogt, Carrie Emma.....	G-W
Pitts, Caroline Augusta.....	K	Wagner, Dorothy Evelyn.....	N
Pleines, Margaret Elizabeth.....	J	Walker, Ruby May.....	C
Polite, Mildred Olive.....	B	Wallace, James Murray.....	K
Powless, Ruth Lois.....	J	Ward, Leora.....	C
Purcell, Marguerite Bess.....	J	Ward, Lucille Hyril.....	B
Rambo, Margaret Helen.....	K	Warner, Gladys Ruth.....	C
Rathmann, Olga Anna.....	J	Washburn, Eleanor Margaret.....	C
Redulis, Josephine Lucille.....	J	Weber, Martha Marie.....	N
Reeser, Mildred Leona.....	K	Wene, Anna Ernestine.....	J
Richardson, Laura Melba.....	C	Werner, Mildred Cecelia.....	N
Robinson, Georgia Lear.....	A	Wildermuth, Beulah Isabel.....	A
Robinson, Lora Myrle.....	K	Williams, Ora Lee.....	H
Rogers, Gladys Gertrude.....	B	Wilson, Dorothy Jane.....	J
Rohwedder, Hilda Kathryn.....	J	Wilson, George Merwyn.....	J
Rush, Lottie Mae.....	B	Wilson, Madge Billings.....	C
Rutherford, Myrtle Susan.....	K	Wright, Velma Eloise.....	H
Sauer, Frances Margaret.....	A	Young, Margaret Edna.....	C
Schloz, Norma Lydia.....	K	Ziegler, Lorene Elizabeth.....	A
Scholl, Helen Luella.....	B	Zumwalt, Willa Maurine.....	C
Schreib, Alma Marie.....	A		

## II. FACULTY.

## 1. I have two resignations to report.

Miss Elizabeth H. Carter, critic teacher in the third and fourth grades at the Illinois Soldiers' and Sailors' Children's School, and Miss Bernice Wilkerson, critic teacher in the first grade at the same school, have resigned. I recommend that their resignations be accepted.

a. I recommend for critic teacher in the first grade Miss Marjorie J. Walker at a salary of \$200 a month, to begin March 28, to be paid from the appropriation for salaries and wages. This is the same salary which her predecessor received.

Miss Marjorie J. Walker is a graduate of a Canadian normal school, holds the degree of Ph.B. from the University of Chicago and has done three years of graduate study in education at the University of Minnesota, specializing in nursery school and kindergarten-primary grades. She had eight years of experience as a teacher in primary grades and as a kindergarten director. For three years she taught in the nursery school connected with the college of education of the University of Minnesota. She was a primary supervisor for one year in a temporary position at the Florida State College.

b. I recommend for critic teacher in the third and fourth grades Miss Dorothy A. Brosi at a salary of \$200 a month. This is \$50 a month more than her predecessor was receiving. The former salary was too low with which to secure a competent teacher. Of the salary recommended, \$150 a month is to be paid by the department of welfare and \$50 a month, from the appropriation for salaries and wages.

Miss Dorothy A. Brosi is a graduate of the Western Illinois State Teachers College at Macomb, where she specialized in primary education. She has done advanced work in the college of education at Ohio State University and at the University of Chicago. She lacks a few credits of having the degree of Ph.B. at Chicago. For four years Miss Brosi was primary teacher in Coatsburg, Illinois. She taught the third grade in Downers Grove, Illinois. She served in the demonstration school at Ohio State University for one summer. During the past two years, she has been teaching in a private school in Chicago. Her work has been very successful and she is highly recommended by people who have known her work.

2. The name of Professor Charles A. Harper appears in the list of faculty recommended for the summer quarter. I wish to make a further recommendation concerning the nature of his employment for the summer.

The Seventy-fifth Anniversary of the Illinois State Normal University will be observed at commencement this year. The institution was founded on February 18, 1857. The bill authorizing the establishment of the University was passed by the legislature on that day and signed by the governor on the same day.

It seemed best to hold the anniversary exercises in connection with commencement. A committee of the faculty has been appointed and is at work on plans. Professor R. G. Buzzard is chairman of the committee.

An editorial committee has been appointed to prepare the anniversary volume, consisting of the following people: M. J. Holmes, Chairman, C. A. Harper, Editor, R. G. Buzzard, Mrs. Laura H. Pricer, H. A. Brown, *ex officio*.

The work of writing the anniversary volume will fall to Professor Harper and it will be a large undertaking, if he writes the kind of volume which ought to be prepared. It is my thought that there is a great deal of significant history which forms a very valuable part of the history of teacher preparation in this country and which centers around the early history of the Illinois State Normal University. In another twenty-five years it will be very much harder to write this history. Documents upon which the history will be based will be harder to find a quarter of a century from now. Professor Harper is trained in methods of historical research and can do a very valuable piece of work, if he is given the time, in writing this important volume. I should like to release him from instruction during the summer quarter and assign him to the work of writing this history.

I, therefore, recommend that Professor Charles A. Harper be assigned to the writing of the history of the Illinois State Normal University during the summer quarter, at the salary indicated in the salary list herewith presented.

3. I recommend that Miss Margaret E. Lee, director of kindergarten education, be granted emeritus status at the end of the present year, at the emeritus allowance to which she is entitled under the rules of the board. She has served in this institution for twenty-five years. She now has the rank of assistant professor. She will be entitled, therefore, to an emeritus allowance of \$1200 a year.

I recommend that I be authorized to appoint a successor to Miss Lee to begin at the opening of school in September, 1932, at a salary of \$3000 a year, for thirty-six weeks.

4. The work in German here will require a full time instructor next year. During the past two years the head of Fell Hall has acted as part-time instructor in German. For next year there will be five sections in this subject and this will furnish full time work and more for one teacher. The head of Fell Hall will be needed in English and in education for the small amount of teaching which she does.

I, therefore, recommend that I be authorized to appoint an instructor in German to begin at the opening of school in September at a salary of \$1800 for thirty-six weeks, to be paid from salaries and wages.

5. At the beginning of the winter term Miss Janet K. Smith, instructor in art, was taken ill and it was necessary for her to withdraw temporarily to submit to an operation. I employed as a temporary teacher in this position Miss Dorothy S. McIlvain, who has served until the present time at a salary of \$200 a month, which is a little less than Miss Smith had been receiving. It now appears that Miss Smith is able to return, but she desires to carry only half of a teaching load during the spring quarter. Miss McIlvain has no other position and is willing to remain for half salary during the spring quarter.

I, therefore, recommend that Miss Janet K. Smith be allowed to serve on a half-time basis at half salary (\$115 per month) and that Miss Dorothy S. McIlvain be employed beginning March 28 at a salary of \$100 a month for half time work in art.

6. Miss Doris L. Stickle was employed to begin work on January 4, 1932, as critic teacher for the sixth grade at the Illinois Soldiers' and Sailors' Children's School, her salary at the rate of \$150 per month, to be paid by the State Department of Welfare. Miss Stickle has proved to be a very excellent critic teacher whose services I want to retain. This salary, of course, is far below what will hold a teacher of her capability. I should like to add to her salary from the appropriation for salaries and wages the amount of \$50 a month, so that her total salary will be \$200 a month.

I recommend, therefore, that Miss Doris L. Stickle be paid \$50 a month in addition to her present salary from the appropriation for salaries and wages.

7. It is necessary for Dean H. H. Schroeder to serve throughout the summer quarter. During the first term of that quarter the enrollment exceeds that of any other period in the year. It is necessary to have him on duty, of course, at that time. During the second summer term it is necessary for him to plan the organization of the institution making the daily schedule of classes and doing other similar work in preparation for the opening of the University in the fall. For this reason it is necessary for Dean Schroeder to take a short vacation in May and I should like to grant him three weeks leave of absence at that time.

I, therefore, recommend that Dean H. H. Schroeder be granted three weeks leave of absence during the month of May.

Five lists of faculty members are submitted below as follows: (1) additional faculty for the mid-spring term; (2) members of the regular faculty who will serve during the first summer term; (3) additional members of the faculty for the first summer term; (4) members of the regular faculty who will serve in the second summer term; (5) additional faculty for the second summer term.

#### 1. Additional Faculty for Mid-Spring Term, 1932.

Name.	Position.	Salary.
Childress, Leslie.....	Education.....	\$360.00
Robinson, Mary A.....	Geography.....	330.00
Total.....		\$690.00

#### 2. Regular Faculty for First Summer Term, 1932.

Name.	Subject.	Salary.
Adams, Howard W.....	Chemistry.....	\$585.00
Admire, Harry F.....	Commercial.....	390.00
Allen, Mabel.....	Speech.....	322.50
Allen, Marion.....	Fine Arts.....	375.00
Atkin, Edith I.....	Mathematics.....	465.00
Barenscheer, Flavia F.....	Training School.....	300.00
Bartle, Gladys L.....	Fine Arts.....	337.50
Barto, Margaret.....	Physical Education.....	435.00
Barton, Olive L.....	Dean of Women.....	480.00
Borninger, Harriet.....	Education.....	367.50
Beyer, William A. L.....	History.....	615.00
Brosi, Dorothy A.....	Training School.....	300.00



Name.	Subject.	Salary.
Browne, Richard	Economics	\$435.00
Buell, Mary	Home Economics	405.00
Burgess, Rose	Training School	352.50
Buzzard, Robert G.	Geography	615.00
Carver, Katherine E.	Foreign Language	360.00
Cavins, Elmer W.	Speech	405.00
Cogdal, Joseph	Physical Education	405.00
Cole, E. L.	Education	360.00
Connell, Marguerite R.	Literature	375.00
Cooper, Rachel M.	School Physician	465.00
Dragoo, Alva W.	Industrial Arts	435.00
Ellis, Margery A.	Foreign Language	367.50
Ewers, Lela A.	Biology	330.00
Flagg, Elinor B.	Mathematics	367.50
Fletcher, Kenyon S.	Industrial Arts	435.00
Garrett, Dorothy	History	405.00
Gerard Ruth O.	Music	300.00
Gueffroy, Edna M.	Geography	367.50
Hacker, Linder W.	Education	510.00
Hamilton, Alma M.	Literature	390.00
Hancock, Howard J.	Physical Education	547.50
Harper, Charles A.	History	532.50
Hayden, Annie Wezette	Training School	367.50
Hinman Dorothy	Literature	367.50
Hollowell, Arthur	Chemistry	390.00
Hudelson, Clyde W.	Agriculture	525.00
Imboden, Erma F.	Training School	390.00
Keane, Lucina M.	Fine Arts	300.00
Kinneman, John A.	Sociology	510.00
Lamkey, Ernest M. R.	Biology	532.50
Lancaster, Thomas J.	Education	465.00
Linkins, Ralph H.	Dean of Men	585.00
McAvoy, Blanche	Biology	405.00
McDavitt, Neva	Biology	352.50
Mellvain, Dorothy	Fine Arts	300.00
McKown, Cleo B.	Literature	345.00
Malmberg, Constantine F.	Education	495.00
Mills, Clifford N.	Mathematics	585.00
Moore, Clifford W.	Economics	450.00
Nelson, Thelma	Foreign Language	300.00
Orr, Clarence	History	480.00
Palmer, George M.	Speech	570.00
Parker, Rose	Education	517.50
Patty, John R.	Physics	382.50
Peters, Margaret K.	Commerce	322.50
Peterson, Harvey A.	Education	570.00
Pringle, Ralph W.	Education	630.00
Ross, Josephine	Home Economics	390.00
Salisbury, Frank S.	Dean of Training Schools	750.00
Schroeder, H. H.	Director of Summer Quarter	750.00
Smith, Leon S.	Physics	405.00
Smith, Ruberta N.	Education	600.00
Stephens, Ethel G.	History	390.00
Stickle, Doris L.	Training School	300.00
Stroud, Ruth	Literature	330.00
Taylor, Marion A.	Literature	300.00
Teager, Florence E.	Literature	382.50
Thoene, Christine A.	Training School	390.00
Tilton, Florence	Fine Arts	465.00
Turner, Edwin A.	Education	705.00
Walker, Marjorie J.	Training School	300.00
Webb, Mary D.	Commerce	345.00
Westhoff, Frank W.	Music	562.50
Williams, Arthur R.	Commerce	585.00
Welch, Eleanor W.	Library	502.50
Hammarlund, Ebba	Library	300.00
Kelley, Edna	Library	200.00
Pohle, Genevieve A.	Library	207.00

\$34,434.50

## 3. Additional Faculty for First Summer Term, 1932.

Name.	Subject.	Salary.
Allen, Agnes M.	Geography	\$330.00
Cleary, Ruth M.	Commerce	330.00
Glaeser, John H.	Mathematics	360.00
Hayden, Bess	Speech	360.00
Haynes, Frances H.	Biology	330.00
Henderson, Stella V.	Education	360.00
McGregor, Rob Roy	History	360.00
Melton, Monroe	Education	360.00
Miller, William A.	Education	360.00
Moore, Benjamin C.	Education	360.00

Name.	Subject.	Salary.
Mosbek, Ellen	Physical Education	\$300.00
Mull, Lewis B.	Education	360.00
Newkirk, L. V.	Industrial Arts	360.00
Robinson, Mary A.	Geography	330.00
Selle, Erwin S.	Sociology	360.00
Toussaint, Sylvester R.	Speech	360.00
Wasserman, Max J.	Economics	360.00
	Education	360.00
	History	360.00
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4. Regular Faculty for Second Summer Term, 1932.		\$6,660.00

Name.	Subject.	Salary.
Admire, Harry F.	Commerce	\$330.00
Barto, Margaret	Physical Education	360.00
Blake, Anna M.	Biology	390.00
Bolt, Veda	Training School	300.00
Brinegar, George H.	Education	540.00
Buzzard, Robert G.	Geography	360.00
Cross, Clarence L.	Physics	495.00
Decker, Charles E.	Education	547.50
Dragoo, Alva W.	Industrial Arts	360.00
Flagg, Elinor B.	Mathematics	330.00
Fogler, Ralph W.	Chemistry	420.00
Garrett, Dorothy	History	360.00
Gueffroy, Edna M.	Geography	330.00
Hacker, Linder W.	Education	360.00
Hammerlund, Chester M.	Industrial Arts	435.00
Hancock, Howard J.	Physical Education	400.00
Harper, Charles A.	History	532.50
Hinman, Dorothy	Literature	330.00
Holmes, Manfred J.	Acting Dean	720.00
Keane, Lucina M.	Fine Arts	270.00
Kinneman, John A.	Sociology	360.00
Linkins, Ralph H.	Dean of Men	400.00
Mellvain, Dorothy	Fine Arts	270.00
Mills, Clifford N.	Mathematics	360.00
Nelson, Thelma	Literature	300.00
Orr, Clarence	Education	360.00
Parker, Rose E.	Education	360.00
Peters, Margaret K.	Physical Education	300.00
Schroeder, H. H.	Director of Summer Quarter	750.00
Shea, Grace R.	School Nurse	300.00
Smith, Leon S.	Physics	360.00
Sorrenson, Fred S.	Speech	547.50
Whitten, Jennie A.	Literature	390.00
Plotnicky, Gertrude A.	Library	305.00
Pohle, Genevieve A.	Library	207.00
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5. Additional Faculty for Second Summer Term, 1932.		\$13,739.50

Name.	Subject.	Salary.
Beadles, William T.	Economics	\$330.00
Haynes, Frances H.	Biology	330.00
Henderson, Stella V.	Acting Dean of Women	400.00
May, Eric O.	Education	360.00
Robinson, Mary A.	Geography	330.00
Stone, Ivan M.	History	360.00
Thomasma, Grace	Literature	360.00
Westhoff, Margaret	Music	300.00
	History	360.00
		<hr/>
SUMMARY.		\$3,130.00

Mid-Spring Term	\$ 690.00
Regular Faculty, First Term	34,434.50
Additional Teachers, First Term	6,660.00
Regular Faculty, Second Term	13,739.50
Additional Teachers, Second Term	3,130.00
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	\$58,654.00

### III. OTHER SCHOOL EMPLOYEES.

1. At a later point in this report I have discussed certain fires which have occurred in this community, including a fire in one of our own buildings. It seemed necessary to increase our force of night watchmen. For this reason I added several men to our staff. I assigned some of our own men to this work for the reason that they know the plant and those whom I selected are known to be responsible. Three of these men were taken

from our own force of janitors and laborers and one outside man was employed. The men on special night duty were: B. F. Nelson; O. E. Dunn; Emmett Thompson; S. W. Mead. All but the last named are members of our regular force. Two additional men were employed as janitors for daytime service to take the place of these men. These were: T. W. Mateer and Marvin Kiper.

I have now cut the number of night watchmen down to two in addition to the regular watchman. Those now on duty are: S. W. Mead and O. E. Dunn. The two transient laborers who were employed to relieve our regular men while they were assigned to night duty have been discontinued.

The night watchmen who are members of our own staff have received their regular wages. The additional transient laborers who have been employed to take their places have been paid at the rate of thirty-five cents an hour.

I recommend that the board approve the appointment of these additional night watchmen and the continuation of the plan as long as seems advisable. The salaries are to be paid from the revolving fund.

2. At the last meeting of the board I was authorized to appoint a teacher placement secretary whose work would be carried on under the direction of the dean of the training schools. I have appointed Miss Hester M. Hood to this position and I recommend that her temporary appointment be confirmed.

Miss Hood is a native of Elgin, Illinois. She holds the degrees of B. S. and A. M. from Northwestern University. She has also had training in the Ellis Business College of Elgin. She traveled and studied abroad in 1927 and 1929.

Miss Hood was secretary to the Dean of Elgin Junior College and Academy, secretary to the purchasing agent of Cornell College, Mt. Vernon, Iowa, head of two girls' dormitories at Northwestern University and was director of the American College Bureau, a branch of a leading teachers agency in New York City. She has served as Y. W. C. A. secretary in Hamilton, Ohio, and El Paso, Texas.

Her work so far indicates that she is well qualified to serve as placement secretary in a teachers college.

I, therefore, recommend the permanent appointment of Miss Hester M. Hood as instructor in education and director of appointments at a salary of \$2400 a year, for twelve months service, with the usual allowance for vacation for persons appointed on this basis; to be paid from the revolving fund for the balance of the current year.

#### IV. THE ORGANIZATION.

I am submitting for your consideration a proposed calendar for 1932-1933.

The college year of forty-eight weeks is divided into four quarters of twelve weeks each. The summer quarter consists of two terms of six weeks each. A mid-spring term of six weeks runs parallel to the last half of the spring quarter.

#### SUMMER QUARTER, 1932

Saturday, June 11—Registration for First Summer Term.  
 Monday, June 13—First Summer Term begins.  
 Saturday, July 23—Registration for Second Summer Term.  
 Wednesday, August 31 (noon)—Second Summer Term ends.

#### AUTUMN QUARTER, 1932

Saturday, September 10—Registration for Autumn Quarter begins:  
 Teachers College and University High School.  
 Monday, September 12—Opening of University Elementary School.  
 Friday, December 2—Autumn Quarter ends.

### WINTER QUARTER, 1932-1933

Monday, December 5—Winter Quarter begins.  
 Saturday, December 17—Recess of two weeks.  
 Monday, January 2—Winter Quarter resumes.  
 Saturday, February 18—Founders' Day Celebration.  
 Saturday, February 25—Annual Contest in Oratory.  
 Friday, March 10—End of Winter Quarter.

### SPRING QUARTER, 1933

Monday, March 20—Spring Quarter begins.  
 Saturday, April 29—Registration for Mid-Spring Term.  
 Tuesday, June 6—Sophomore-Senior Class Play.  
 Wednesday, June 7—Alumni Reunion.  
 Thursday, June 8—Annual Commencement Exercises.

### SUMMER QUARTER, 1933

Saturday, June 10—Registration for First Summer Term begins.  
 Saturday, July 22—Registration for Second Summer Term begins.  
 Wednesday, August 30—Second Summer Term ends (noon).

### AUTUMN QUARTER, 1933

Saturday, September 9—Registration for Autumn Quarter begins:  
 Teachers College and University High School.

Monday, September 11—Opening of the University Elementary School.  
 I recommend that this calendar be adopted and made the official calendar for 1932-1933.

### V. CURRICULUM.

A study of our curricula by the committee on curriculum of the faculty and by various other faculty groups concerned with special phases of the curriculum, is continuing. Our curricula have not been changed for quite a number of years and some revision, to bring them into line with present day policies in teacher education, is necessary.

I should like to bring before the Board at this time the need in one teachers college for a special curriculum to prepare teachers for the various groups of atypical children. I discussed this in a previous report and I will not repeat what I said then. The matter was referred to the Council of Presidents. It may be well to give some further thought to this problem. I should like to discuss this orally when I present my report.

### VI. BUILDINGS AND GROUNDS.

Under this head I wish to report on two matters: (1) a fire which occurred in one of our buildings recently; (2) some items of construction, repairing and remodeling which have been done recently. I am presenting below a brief statement concerning these items.

1. At about two o'clock in the morning on March 12, one of our special night watchman whom I had placed on duty in the Main Building noticed an odor of smoke. He made a very careful search of the Main Building and a little later was joined by another night watchman who had been on the outside. The two together made a further investigation but found no indication of fire.

They then approached the door leading to the Manual Arts Building where, with the aid of flashlights, they noticed a column of smoke coming up through the stairway in the building. They immediately called the other watchman and together they located the blaze at the junction of the east-west and north-south corridors on the first floor of the building. By the use of chemical fire extinguishers the blaze was extinguished.

It was then discovered that a hole about one foot square had been burned through the floor, and the plaster on the ceiling had become so hot that it had cracked and had fallen.

The occurrence of this fire contains some suspicious elements. It seems as though some highly combustible material must have been used to start

such a fire. The regular night watchman had been at the point at which the fire occurred forty minutes before it was discovered and he declares that there was no evidence of any fire at that time. He states that he noticed no rubbish or any other combustible material at that point.

It has been explained earlier in this report that several additional night watchmen have been added to the staff recently. The discovery of this fire by one of these men amply justifies their employment. Had they not been on duty, this fire would have gained such headway before the regular night watchman came to that point again that it would have been difficult to put it out. More damage would have been done to the building than the cost of all the night watchmen who have been employed.

Several fires have occurred in Bloomington recently and several apparent attempts have been made to set other fires. The State Fire Marshall and his staff have been in Bloomington to make an investigation of these fires. I do not know what evidence they have received.

2a. The Fifty-sixth General Assembly appropriated \$6000 for a new greenhouse. This amount, of course, was inadequate and so nothing was done with the appropriation until shortly before the beginning of the present biennium. An additional appropriation of \$10,000 for this purpose became available. Contracts were awarded for one unit, covering the original appropriation. This unit has been built. Drawings are now being made for the additional unit, but I do not know when the work of completing the building will be continued. The new greenhouse is located on the garden plot across University Street. As soon as possible the old greenhouse, located in the rear of the Thomas Metcalf Building, will be removed, which will allow additional playground space for the children of the training school.

b. Two rooms on the third floor of the Thomas Metcalf Building have been converted into a single room, with the necessary office space, to be used as a library for the training school. The walls have been redecorated and the floor covered with linoleum. Furniture costing \$2070 has been installed, paid for from a special appropriation of \$2500 for this purpose by the last legislature. The library furniture consists of a charging desk, tables, chairs, catalog cases and forty-five units of shelving. A librarian for the training school has not yet been employed and the library is not yet in operation.

c. An appropriation of \$6000 was made by the last legislature for additional printing equipment. An intertype machine and self-feeding press and some other equipment have been purchased and installed in the printing rooms on the ground floor of the Manual Arts Building. This equipment will enable the printing classes to handle practically all of our printing with the exception of the catalog.

d. During the fall the old steps at the north and south entrance to the Main Building, which have been in position for probably fifty years, were taken away and new steps installed. The old treads were used but new frame work and supports were added.

e. Four stairways in the Main Building, which have been in bad condition, have been refinished with asphalt tile. The old mastic composition was removed and tile placed on a layer of cement. This forms a substantial stairway.

f. The Fifty-seventh General Assembly appropriated \$12,000 for the reinforcing of the tower and other remodeling of the Main Building. The architect's estimates were as follows:

Reinforcing trusses for tower.....	\$7500
Closing the Northeast stairway basement to first floor.....	80
Repairing interior stairways.....	1040
Two new exit doors to south porch.....	400
Rewiring basement and new fixtures.....	2000
Two new fire escapes from porch roof to porch floor.....	600
Remodeling in study room on second floor.....	380
	<hr/>
	\$12000

Contracts have been awarded for the repair of the stairways and this work is done.

A contract has been awarded for supports of the tower in the amount of about \$3000. A considerable part of the work was done last week during the Easter vacation. The tower supports will consist of pillars extending from the first floor to the attic, which will support the tower. The contract also calls for two pairs of exit doors on the first floor of the main building and two fire escapes extending from the top of the porch to the ground. This will somewhat reduce fire hazards which now exist.

It appears now that the actual cost of these items of remodeling will not run a great deal over \$5000. This will leave about \$7000 for some other necessary changes in the Main Building.

Some weeks ago it was discovered that the floor in the corridor of the second story of the Main Building had dropped overnight about three inches. The office at Springfield was immediately notified and the state architect sent representatives to suggest a remedy. The floor was braced from below and raised by means of jacks and nailed in proper position. It is quite likely that a serious accident might have resulted had this not been discovered.

g. During the summer new roofs were put on the bridges connecting the Main Building with the Thomas Metcalf Building and the Manual Arts Building. Plaster in the hallways was then repatched and the interior was redecorated.

h. The northeast corner basement room in the Main Building has been remodeled, redecorated and equipped with necessary furniture to make an attractive rest room for the girls of the University. The floor was covered with linoleum; chairs, magazine racks, bookshelves, day beds and tables complete the furnishings. The Women's League added some very attractive drapes.

i. The driveway extending from University Street across the campus in front of the main building was repaired during the last summer. This driveway was originally of a macadam construction but evidently had a poor foundation and was very uneven and full of holes. A carload of rock asphalt was secured, holes were filled, the surface evened as nearly as possible and a portion of the north end of the driveway was completely covered with this material. This resulted in a great improvement in the driveway.

j. The Fifty-sixth General Assembly made an appropriation of \$6000 for a coal bunker, pump and reservoir. The amount was insufficient to furnish a reservoir and pump, but about \$4000 of the appropriation was expended in the construction of a coal bunker. This was completed in the late summer. The coal bunker is about 80 feet long and 90 feet wide, with a solid concrete floor surrounded on three sides by an eight-inch brick wall. The coal pile, which was always unsightly, is now hidden from public view, and the time of one man will be saved in wheeling the coal to the boiler room. Coal originally was piled on the ground adjoining the boiler house, and the ground around it was often very muddy. The old brick driveway, extending from University Street was also removed and replaced with concrete.

VII. AUXILIARY ENTERPRISES. No report.

VIII. STUDENT LIFE. No report.

IX. MISCELLANEOUS.

I should like to attend again this year the meetings of the Eastern States Association of Professional Schools for Teachers to be held in New York City, April 7, 8 and 9. I need to make a trip to Teachers College, Columbia University, to interview candidates for positions on the faculty for next year and I can combine the two objectives in one trip. I went to the Eastern States Association last year, as you will recall, and I regarded it as one of the most effective teacher education meetings which I had ever attended. It is becoming a meeting of national significance in teacher preparation.

## X. SUMMARY.

Action of the Board is requested on the following matters which have been discussed in this report and which require approval or confirmation in order to be effective:

1. Approval of the graduation of students whose names are listed in this report subject, in the case of each student, to the completion of his curriculum and the satisfaction of all other requirements.

2. Acceptance of the resignations of Miss Elizabeth H. Carter and Miss Bernice Wilkerson, critic teachers at the Illinois Soldiers' and Sailors' Children's School.

3. Confirmation of the appointment of Miss Marjorie J. Walker as critic teacher in the first grade at the Illinois Soldiers' and Sailors' Children's school at a salary of \$200 a month, to begin March 28, to be paid from the appropriation for salaries and wages; confirmation of the appointment of Miss Dorothy A. Brosi as critic teacher in the third and fourth grades at the Illinois Soldiers' and Sailors' Children's School at a salary of \$200 a month, of which \$150 a month is to be paid by the Department of Welfare and \$50 a month from the appropriation for salaries and wages.

4. Approval of the release of Associate Professor Charles A. Harper from instructional duties during the summer session and his assignment to work connected with the writing of the seventy-fifth anniversary history of the Illinois State Normal University.

5. Appointment of Miss Margaret E. Lee as Assistant Professor of Kindergarten Education, emerita, at a salary of \$1200 a year, beginning at the opening of school in September, 1932.

6. Authorization of the appointment of a successor to Miss Margaret E. Lee, to begin work at the opening of school in September, 1932, at a salary of \$3000 for 36 weeks.

7. Authorization of the appointment of an instructor in German beginning at the opening of school in September at a salary of \$1800 for 36 weeks, to be paid from salaries and wages.

8. Confirmation of the assignment of Miss Janet K. Smith to half-time service beginning March 28 at a salary of \$115 per month; and also the appointment of Miss Dorothy S. McIlvain for half-time service in art beginning on the same date at a salary of \$100 a month.

9. Addition of \$50 a month to the salary of Miss Doris L. Stickle, critic teacher in the sixth grade at the Illinois Soldiers' and Sailors' Children's School, to be paid from the appropriation for salaries and wages.

10. Approval of leave of absence for three weeks in May for Dean H. H. Schroeder.

11. Approval of the faculty lists for the summer quarter as recommended in this report.

12. Approval of the appointment of additional night watchmen and continuation of the present plan, described in the report, as long as it seems advisable, compensation for additional transient labor to be paid from the revolving fund.

13. Confirmation of the appointment of Miss Hester M. Hood as instructor in education and director of appointments for the school at a salary of \$2400 a year for twelve months service, to be paid from the revolving fund for the balance of the current year.

14. Approval of the calendar for 1932-1933.

15. Approval of the establishment at the Illinois State Normal University of a curriculum for training teachers of atypical children, provided the Council of Presidents recommends this action.

Respectfully submitted,

H. A. BROWN, *President*.

He spoke in particular about what seemed to be an incendiary attempt to start a fire in the Normal School buildings.

Action on recommendations deferred.

**NORTHERN ILLINOIS STATE TEACHERS COLLEGE.**

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

DeKalb, Illinois.

April 4, 1932.

*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—Fall Quarter, 1931.**

a. College.	Men and boys.	Women and girls.	Total.	Total one year ago.
Seniors.....	24	18	42	21
Juniors.....	40	29	69	66
Sophomores.....	46	146	192	193
Freshmen.....	120	295	415	469
Special.....	7	4	11	11
<b>TOTAL COLLEGE.....</b>	<b>237</b>	<b>492</b>	<b>729</b>	<b>760</b>
b. DeKalb High School.....	215	232	447	193
<b>TOTAL ABOVE EIGHTH GRADE.....</b>	<b>452</b>	<b>724</b>	<b>1,176</b>	<b>953</b>
c. Elementary Grades—				
McMurry Training School.....	111	136	247	228
Glidden Training School.....	142	118	260	222
Affiliated Rural Schools.....	41	38	79	82
<b>GRAND TOTAL.....</b>	<b>746</b>	<b>1,016</b>	<b>1,762</b>	<b>1,485</b>

**2. Attendance—Winter Quarter, 1931-32.**

a. College.	Men and boys.	Women and girls.	Total.	Total one year ago.
Seniors.....	36	20	56	30
Juniors.....	42	38	80	68
Sophomores.....	70	183	253	240
Freshmen.....	97	243	340	386
Special.....	8	4	12	13
<b>TOTAL COLLEGE.....</b>	<b>253</b>	<b>488</b>	<b>741</b>	<b>737</b>
b. DeKalb High School.....	215	232	447	193
<b>TOTAL ABOVE EIGHTH GRADE.....</b>	<b>468</b>	<b>720</b>	<b>1,188</b>	<b>930</b>
c. Elementary Grades—				
McMurry Training School.....	111	136	247	228
Glidden Training School.....	142	118	260	222
Affiliated Rural Schools.....	41	38	79	82
<b>GRAND TOTAL.....</b>	<b>762</b>	<b>1,012</b>	<b>1,774</b>	<b>1,462</b>

3. I wish to call attention to the fact that the enrollment for the winter quarter this year was the largest enrollment of any winter quarter in the history of the school.

4. The students whose names are listed below completed the requirements for graduation at the close of the winter quarter, March 11, 1932. I recommend that these students be graduated.

**JUNIOR COLLEGE.**

Nancy Eunice Brierley  
Kathryn Diedrich  
William C. Gould, Jr.  
Hazel Hamrick

Helen Olivia Hartman  
Harold I. Holbo  
Edna Moses  
Pauline K. Pufahl



5. I recommend that the students whose names are listed below be graduated at the close of the spring quarter, June 8, 1932, provided each has completed the graduation requirements for the curriculum on which he is enrolled.

## SENIOR COLLEGE.

Degree of Bachelor of Education 37 (18 Degrees last June)

Christabel Anderson	Helen Ann McCormick
Ruth Collier Barr	Wilbur S. Marshall
Elmer M. Beckwith	G. Ray Nelson
Annabelle E. Carolus	Floyd W. Ohlson
John Francis Concidine	Leo B. Olson
Earl G. Corson	Hazel M. Passmore
Maybel Dalene Faust	Milton Irving Perry
Lawrence Fogelberg	E. Cedric Pope
Ben Wulf Gordon	Edward A. Schroeder
Hymen A. Grossberg	Harry Smith
Ruth E. C. Hagman	Vernon Sutfin
Helen M. Hiland	Jack A. Sutor
Olive Dygert Hill	Dorothy F. Swanson
James Marcus Hobbs	L. Clifford Tierney
Harriet M. Hyzer	Willard F. Vanderbeek
Anna Marie Johnson	Eleanor A. C. Wedberg
Ray E. Johnson	Carol Rogers Westlake
Forrest B. Lakin	Eldro Morse Woods

## JUNIOR COLLEGE.

94 (103 Diplomas last June).

Florence J. Anderson	Ramona Cave
Frances M. Anderson	Juanita Chandler
Mabel D. Annable	Lucille M. Chulock
William B. Ashley	Leta A. Clark
Esther B. Ball	Genevieve Catherine Cochran
Edith A. Belden	Marjorie Conibear
Zeta Bell	Maxine M. Cratty
Hazel B. Binnie	Harriett E. Eaton
Martha B. Blaho	Ellen Sophia Ekberg
Evelyn C. Bonvallet	Mildred C. Elliott
Dorothy M. Burton	

## JUNIOR COLLEGE.

Eloise K. Eshbaugh	Marion J. Marelli
Lucile M. Faivre	Grace Ann Marshall
Floris Foglesong	Mildred E. Martin
Lillian Catherine Foran	Mildred E. Melzer
Ann B. Franek	Ruth S. Melzer
Marie O. Gittleson	Norma Newman
Mary J. Gurovich	Alice L. O'Brien
Vivian M. Gould	Belva Eugenia Olson
William D. Grove	Muriel H. O'Malia
Evelyn Haese	Kathryn R. Peterson
Frances Hafeman	Mayme Plocker
Margaret W. Hall	Charlotte R. Pruden
Faith Harrington	Mydella Rawson
Isabel Harrison	Ethel Rinkema
Avis M. High	Verdell Risetter
Helen Bacon Hitchcock	Constance Rollins
Marjorie E. Hyde	Frances L. Ryan
Lavina W. Jansen	Marie Raney Sandholm
Bertha L. Johnson	Lois N. Sheley
Lucille H. Johnson	Lily Silverman
Carol Helen Kenyon	Catherine A. Simms
Goenne Killey	Mary E. Slutz
Clarence I. Koedyker	Cora E. Smith
Violet G. Kostka	Marjorie Alice Smoyer
Maryanne Frances Lambert	Amelia F. Svagdis
Helen L. Laney	Margaret M. Timmer
Catherine L. Lange	Edith Irene Vogel
Charlotte Juliette Larson	Alda von Ohlen
Ethel Mae LaVier	Alex H. Wasniewski
Helen Catherine Love	Veronica Laurret Weaver
Mildred V. Lundahl	Edna A. Welander
Verna G. Lutz	Gladys P. Woker
Myrtle Gertrude Mann	Jeannette Wurth

## II. FACULTY.

1. Mrs. Helen R. Messenger, a member of the Department of Education, requests a year's leave of absence to complete the work for her doctor's

degree at the University of Iowa. Mrs. Messenger has been a member of the faculty of this college since 1921. Under the rule of the Board approved February 6, 1929, and further approved by the action of the Board on this year's budget and concurred in by the legislature, I am recommending that Mrs. Messenger be paid an allowance of \$1500 for thirty-six weeks during this leave. Mrs. Messenger will present to me a note with proper security which, under the opinion of the attorney general, I will transmit to the state treasurer. Mrs. Messenger agrees to return to the college after her one year's work and teach as a member of this faculty for two more years at which time her note will be cancelled without interest.

2. Mr. Milo T. Oakland, Head of the Industrial Arts Department, requests a year's leave of absence to complete the work for his master's degree. Mr. Oakland has been a member of the faculty of this college since 1915. Under the rule of the Board approved February 6, 1929, and further approved by the action of the Board on this year's budget and concurred in by the legislature, I am recommending that Mr. Oakland be paid an allowance of \$1500 for thirty-six weeks during this leave. Mr. Oakland will present to me a note with proper security which, under the opinion of the attorney general, I will transmit to the state treasurer. Mr. Oakland agrees to return to the college after his one year's work and teach as a member of this faculty for two more years at which time his note will be cancelled without interest.

3. I wish to recommend the appointment of Miss Kathryn E. Mayer as Associate Librarian for the first summer term and as Head Librarian for the second summer term at a salary of \$350 for each term of six weeks. Miss Mayer has her A. B. degree from the Colorado State Teachers College and the B. S. degree from the School of Library Service, Columbia University. She has had library experience in the junior and senior high schools of Denver, Colorado, and has acted as an assistant in the Teachers College Library at Columbia University. Miss Mayer is at present Acting Librarian in the Glen Falls High School in New York.

4. Mr. Milo L. Whittaker, Head of the Social Science Department, will return to the college at the beginning of the first summer term, June 13, 1932, after a year's leave of absence. Mr. Whittaker has been completing the work for his doctor's degree at the University of Iowa.

5. Mr. Gus W. Campbell, a member of the English Department, will return to the college at the beginning of the first summer term, June 13, 1932, after a year's leave of absence. Mr. Campbell has been completing the residence requirement for his doctor's degree at the University of Wisconsin.

6. Miss Norma Stelford, a member of the Mathematics Department, will return to the college at the beginning of the first summer term, June 13, 1932, after a leave of absence. Miss Stelford has completed the work for her master's degree at Northwestern University.

7. Mr. A. Neil Annas, Dean of Men and Head of the Music Department, will return to the college at the beginning of the second summer term, July 25, 1932, after a year's leave of absence. Mr. Annas has been completing the work for his master's degree at Teachers College, Columbia University.

8. I am submitting herewith the salary schedules for the first and second summer terms:

FACULTY PAYROLL—FIRST SUMMER TERM, 1932.

	Total, 6 weeks.	June portion.	July portion.
<b>BIOLOGY:</b>			
Mann, Jessie R. ....	\$400.00	\$200.00	\$200.00
Montgomery, C. E. ....	608.34	304.17	304.17
Olson, Leo. ....	150.00	75.00	75.00
Terwilliger, George. ....	390.00	195.00	195.00
<b>CHEMISTRY:</b>			
Jenks, I. J. ....	448.34	224.17	224.17
<b>EDUCATION:</b>			
Hall, Homer. ....	448.34	224.17	224.17
Hayes, M. C. ....	566.67	283.34	283.33
Messenger, Helen R. ....	523.34	261.67	261.67
Peterson, O. E. ....	708.34	354.17	354.17
Phillips, Frank. ....	450.00	225.00	225.00
Woolhiser, Ethel. ....	516.67	258.34	258.33

## FACULTY PAYROLL—FIRST SUMMER TERM, 1932—(Continued).

	Total, 6 weeks.	June portion.	July portion.
<b>ENGLISH:</b>			
Campbell, G. W. ....	\$541.67	\$270.84	\$270.83
Connor, J. Hal. ....	550.00	275.00	275.00
Small, B. Mae. ....	365.00	182.50	182.50
Taylor, Ruth. ....	365.00	182.50	182.50
<b>FINE ARTS:</b>			
Anderson, Alma. ....	400.00	200.00	200.00
Wiggert, Elsie. ....	300.00	150.00	150.00
<b>FOREIGN LANGUAGE:</b>			
Cobb, Lillian. ....	433.34	216.67	216.67
<b>GEOGRAPHY:</b>			
Caldwell, Loren T. ....	381.67	190.84	190.83
Gould, William C. ....	566.67	283.34	283.33
<b>HOME ECONOMICS:</b>			
Neptune, Celine. ....	483.34	241.67	241.67
Taylor, Inez Jay. ....	300.00	150.00	150.00
<b>INDUSTRIAL ARTS:</b>			
Harrison, Paul. ....	441.67	220.84	220.83
Oakland, Milo T. ....	525.00	262.50	262.50
<b>MATHEMATICS:</b>			
Parson, S. F. ....	666.67	333.34	333.33
Stelford, Norma. ....	400.00	200.00	200.00
Storm, William B. ....	531.67	265.84	265.83
<b>MUSIC:</b>			
Bradley, Maurine. ....	315.00	157.50	157.50
Fouser, Charles. ....	400.00	200.00	200.00
<b>PENMANSHIP:</b>			
Edel, E. F. ....	406.67	203.34	203.33
<b>PHYSICAL EDUCATION FOR MEN:</b>			
Evans, George. ....	516.67	258.34	258.33
<b>PHYSICAL EDUCATION FOR WOMEN:</b>			
McKee, Eva. ....	381.67	190.84	190.83
To be supplied. ....	450.00	225.00	225.00
<b>READING:</b>			
Phillips, Marina. ....	466.67	233.34	233.33
Williams, Mary. ....	533.34	266.67	266.67
<b>SOCIAL SCIENCE:</b>			
Beatty, E. C. O. ....	466.67	233.34	233.33
Jameson, Hugh. ....	516.67	258.34	258.33
Whittaker, Milo L. ....	566.67	283.34	283.33
Zulauf, R. M. ....	498.34	249.17	249.17
<b>LIBRARY:</b>			
Hubbard, Vivian. ....	150.00	75.00	75.00
McMahon, Eva I. ....	381.67	190.84	190.83
Mayer, Katherine. ....	350.00	175.00	175.00
Pratt, Bertha. ....	175.00	87.50	87.50
<b>TRAINING SCHOOL:</b>			
Baker, Jeanette. ....	358.34	179.17	179.17
Bellis, Bertha. ....	400.00	200.00	200.00
Burton, Emily. ....	358.34	179.17	179.17
Ledgerwood, Elizabeth. ....	350.00	175.00	175.00
Ohlson, Clara. ....	300.00	150.00	150.00
Tipton, John B. ....	450.00	225.00	225.00
Totals, First Summer Term. ....	\$21,253.46	\$10,626.81	\$10,626.65

## FACULTY PAYROLL—SECOND SUMMER TERM, 1932.

<b>BIOLOGY:</b>		Salary.
Montgomery, C. E. ....		\$608.34
Olson, Leo. ....		150.00
<b>EDUCATION:</b>		
Hall, Homer. ....		448.34
Messenger, Helen R. ....		523.34
Peterson, O. E., half time. ....		354.17

## FACULTY PAYROLL—SECOND SUMMER TERM, 1932—(Continued).

ENGLISH:	Salary.
Connor, J. Hal.....	\$550.00
Parmley, Geneva.....	350.00
Small, B. Mae.....	365.00
FINE ARTS:	
Anderson, Alma.....	400.00
GEOGRAPHY:	
Gould, William C.....	566.67
INDUSTRIAL ARTS:	
Harrison, Paul.....	441.67
Oakland, Milo T.....	525.00
MATHEMATICS:	
Storm, William.....	531.67
MUSIC:	
Annas, A. Neil.....	608.34
PENMANSHIP:	
Edel, E. F.....	406.67
PHYSICAL EDUCATION FOR MEN:	
Appell, Carl.....	431.67
PHYSICAL EDUCATION FOR WOMEN:	
Anderson, Miriam.....	433.34
READING:	
Williams, Mary.....	533.34
PHYSICS:	
Gould, Howard.....	516.67
SOCIAL SCIENCE:	
Whittaker, Milo L.....	566.67
Zulauf, R. M.....	498.34
LIBRARY:	
Mayer, Katherine E.....	350.00
Pratt, Bertha.....	175.00
Total.....	\$10,334.24

## III. OTHER SCHOOL EMPLOYEES. No report.

## IV. THE ORGANIZATION.

The following is proposed for next year's Calendar.

## FALL QUARTER, 1932.

Wednesday, September 14—Freshman Week begins. 8:00 A. M.  
 Saturday, September 17—Registration for other students. 8:00 A. M.  
 Monday, September 19—Class Work begins. 8:00 A. M.  
 Friday, October 14—Meeting of State Teachers Association.  
 Saturday, October 15—Homecoming.  
 Wednesday, November 23—Thanksgiving Recess begins. Noon.  
 Monday, November 28—Class Work resumed. 8:00 A. M.  
 Friday, December 9—Fall Quarter closes. Noon.

## WINTER QUARTER, 1932-33.

Monday, December 12—Class Work begins. 8:00 A. M.  
 Wednesday, December 21—Christmas Recess begins.  
 Thursday, January 5—Class Work resumed. 8:00 A. M.  
 Friday, March 17—Winter Quarter closes. Noon.

## SPRING QUARTER, 1933.

Monday, March 20—Class Work begins. 8:00 A. M.  
 Thursday, April 13—Easter Recess begins. Noon.  
 Tuesday, April 18—Class Work resumed. 8:00 A. M.  
 Tuesday, May 30—Holiday.  
 Sunday, June 4—Baccalaureate.  
 Friday, June 9—Commencement.

## SUMMER QUARTER, 1933.

Monday, June 12—First Term opens.

Tuesday, July 4—Holiday.

Friday, July 21—First Term closes. Noon.

Monday, July 24—Second Term opens.

Wednesday, August 30—Second Term closes.

## FALL QUARTER, 1933.

Wednesday, September 13—Freshman Week begins. 8:00 A. M.

Saturday, September 16—Registration for other students. 8:00 A. M.

V. THE CURRICULUM. No report.

VI. BUILDINGS AND GROUNDS. No report.

VII. AUXILIARY ENTERPRISES.

The Revolving Fund shows the following report from October 1, 1931, to December 31, 1931.

RECEIPTS.		
Surplus from the 56th Biennium.....		\$16,235.58
Cash received, October 1 to December 31, 1931:		
Board and room, Williston Hall.....	\$12,635.13	
Meals, Williston Hall.....	1,590.95	
Registration fees.....	8,143.00	
Library fines.....	35.00	
Lesson Plan sales.....	9.00	
Transcript fees.....	1.00	
Miscellaneous.....	28.71	
	<hr/>	
		\$22,442.79
Previously remitted—July 1 to September 30, 1931.....		19,101.82
Total available in Revolving Fund, December 31, 1931.....		<hr/> \$57,780.19
EXPENDITURES.		
Salaries, Williston Hall and employees.....	\$6,860.01	
Salaries, faculty.....	3,480.03	
Telephone.....	34.40	
Food, Williston Hall.....	6,235.89	
Household supplies.....	904.33	
Medical supplies.....	36.43	
Miscellaneous supplies.....	1.50	
Building repairs.....	76.38	
Furniture and fixtures.....	99.04	
Fuel for cooking.....	15.18	
Freight and drayage.....	34.84	
	<hr/>	
		\$17,778.03
Expenditures previously reported, July 1 to September 30, 1931.....	12,469.27	
	<hr/>	
		\$30,247.30
Balance on hand, Revolving Fund, December 31, 1931.....		<hr/> \$27,532.89

VIII. STUDENT LIFE. No report.

IX. MISCELLANEOUS.

1. Since the five teachers colleges of the state are now agreed that a change should be made in the type of diploma that is being used, the permission of the Board is requested that we be allowed to change to the more conventional book type of diploma. This change should be made after a conference with the presidents of the five schools.

2. I wish to submit a report of the activities of the Student Loan Fund from July 1, 1927 to March 24, 1932. This is submitted to the Board as a matter of record.

X. SUMMARY.

Action is requested on the following:

1. Approval of the awarding of the diplomas to the students who completed the requirements for graduation at the close of the winter quarter, March 11, 1932.

2. Approval of the awarding of the degrees and diplomas to the students when they have completed the requirements for graduation from the prescribed curriculum.
3. The granting of a leave of absence to continue education to Mrs. Helen R. Messenger and the payment of an allowance of \$1500 for thirty-six weeks during this leave.
4. The granting of a leave of absence to continue education to Mr. Milo T. Oakland and the payment of an allowance of \$1500 for thirty-six weeks during this leave.
5. The appointment of Miss Kathryn E. Mayer at the salary indicated.
6. Approval of the salary schedules for the first and second summer terms.
7. Approval of the calendar for the college year of 1932-33.
8. Permission to change the type of diploma used in the five teachers colleges.
9. Acceptance of the report of the Student Loan Fund as a matter of record.

Respectfully submitted,

KARL L. ADAMS, *President.*

He also presented a report of the student loan fund, making an explanation of the same. He was asked to prepare for publication in the minutes a summarization of this report. (This summarization not received.)

Action on recommendations deferred.

**SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY.**

In the absence of President Shryock, Mr. Dill presented the report of the Southern Illinois State Normal University, which was received, placed on file, and is made a part of these minutes. This report follows:

Carbondale, Illinois.  
April 4, 1932.

*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—Winter Term, 1932.**

	Men and boys.	Women and girls.	Total.	Total one year ago.
a. College.				
Seniors.....	84	81	165	78
Juniors.....	69	92	161	159
Sophomores.....	172	214	386	297
Freshmen.....	295	309	604	636
<b>TOTAL STUDENTS CARRYING COLLEGE COURSES.....</b>			<b>1,316</b>	<b>1,170</b>
High School.....			110	123
<b>TOTAL STUDENTS ABOVE EIGHTH GRADE.....</b>			<b>1,426</b>	<b>1,293</b>
Elementary Schools—				
Brush.....			271	297
Allyn.....			180	167
Rural.....			208	196
<b>TOTAL STUDENTS IN PRACTICE SCHOOLS.....</b>			<b>659</b>	<b>660</b>
<b>GRAND TOTAL.....</b>			<b>2,085</b>	<b>1,953</b>

2. Last year at the end of the first six weeks of the spring term we had enrolled 1112 students of college rank; this year at the end of the second week of the spring term, we had enrolled 1218 students of college rank,—a gain of 106 over last year.

**3. Graduates.**

The following students are recommended for graduation, 1932, provided each has met all the requirements by August 26, 1932.

**DEGREE—BACHELOR OF EDUCATION.**

1. Arnold, Clarence Scott, Physics, Mathematics.
2. Bailey, Harold S., History, Political Science.
3. Bailey, Lowell F., Botany, Zoology.
4. Barker, James Arland, Chemistry, Zoology
5. Barker, Leo, History, English.
6. Bauman, Aileen M., English, History.
7. Berry, Ruth, History, English.
8. Bigham, Evelyn, History, Geography.
9. Bishop, Paul Leman, Zoology, History.
10. Britton, Walter Lee, History, English.
11. Brooks, Ethel, English, History.
12. Boyd, Eugenia Clinton, History, English.
13. Brown, Bon O., History, English.
14. Brown, Leo Jerome, Chemistry, Zoology.
15. Calhoon, William Joseph, History, Geography.
16. Campbell, Marie, English, History.
17. Canada, Harry L., History, Physical Education.
18. Carson, Clara E., History, French.
19. Carter, Nita Virgene, English, Latin.

## DEGREE—BACHELOR OF EDUCATION—Continued.

20. Chapman, Fred H., History, English.
21. Chapman, John E., History, Commerce.
22. Clark, Roy, Mathematics, History.
23. Clemens, John O., History, Geography.
24. Coleman, Amos D., Chemistry, Physics.
25. Coleman, Elva, Geography, Art.
26. Colombo, Mary Rose, English, Commerce.
27. Coulter, Claudine, Geography, History.
28. Coulter, Lucile, English, Art.
29. Courtright, Cecil Evans, Mathematics, Geography.
30. Cox, R. Mildred, English, History.
31. Crisp, Helen M., Mathematics, Political Science.
32. Davis, Mabel Dellum, English, History.
33. Davis, W. Earnest, Chemistry, Physics.
34. Deason, Ernest W., Physics, Mathematics.
35. Dillow, Konrad C., Latin, English.
36. Dixon, Warner Brooks, History, Music.
37. Dollins, James, Physics, Mathematics.
38. Duncan, Frieda Louisa, French, Music.
39. Eckert, Eugene C., History, Manual Arts.
40. Edwards, Reta, English, History.
41. Etherton, Helen, History, Geography.
42. Ferrell, Kate, History, English.
43. Fierke, Scheuring S., Chemistry, Mathematics.
44. Foley, Dan, French, Commerce.
45. Foley, Ralph M., History, Geography.
46. Garrison, Walter L., Mathematics, History.
47. Glenn, Frank J., History, Geography.
48. Goings, Victor R., Mathematics, Physics.
49. Gordon, Jenneviève, Art, English.
50. Gower, William Carl, Zoology, Music.
51. Graham, Alice, Mathematics, English.
52. Greenlee, Jullan, History, Physics.
53. Greer, Howard E., History, Political Science.
54. Grose, Imogene, English, History.
55. Haile, Oval Leeman, Mathematics, Physics.
56. Hall, Kenneth G., History, Political Science.
57. Hallagan, Bess, History, Geography.
58. Halter, Selina, English, Geography.
59. Hankla, Georgia Margaret, Latin, English.
60. Harris, Elizabeth, French, History.
61. Harris, Louise, English, History.
62. Harris, Pauline Beatrice, English, Music.
63. Hartline, Velma Ruth, English, History.
64. Heberer, Clarence G., English, Mathematics.
65. Henry, Virgil, History, English.
66. Hiller, Kenneth W., History, Political Science.
67. Hodge, Clarence L., History, Political Science.
68. Hoffner, Raymond, Zoology, History.
69. Holland, Carlos W., Mathematics, Physics.
70. Howe, William A., Zoology, Botany.
71. Johnson, James Burris, Physics, History.
72. Kirchhoefer, Clarence G., Geography, History.
73. Knight, John L., Mathematics, History.
74. Krysher, Elizabeth, English, Art.
75. Lamont, Joseph R., Zoology, Chemistry.
76. Lauder, James A., Jr., History, Physical Education.
77. Lence, Marie Griese, English, History.
78. Loomis, Mary K., Zoology, English.
79. Loudon, Francis, Physics, Manual Arts.
80. Lovellette, Norman, History, Political Science.
81. Lutz, Harry, Geography, History.
82. Lyrley, Linnet Trainer, English, History.
83. Mallory, Lois V. V., English, History.
84. Martin, Morris Glenn, History, Geography.
85. McAfee, Margaret, English, French.
86. McIntyre, Hilda, French, English.
87. Meredith, Ruby G., History, English.
88. Miller, Robert Leslie, Physics, Mathematics.
89. Mills, Rosemary, English, History.
90. Mitchell, Kathleen C., Zoology, Botany.
91. Monical, Forest Verle, Chemistry, History.
92. Morris, Glenn, English, Art.
93. Moss, J. Raymond, History, Geography.
94. Mulkey, Austin, English, History.
95. Mundell, Herbert, History, Geography.
96. Murphy, Mary Margaret, Mathematics, Physics.
97. Murray, Priscilla A., History, English.
98. Myers, Edward Henry, History, Political Science.
99. Neely, Aileen, English, History.



## DEGREE—BACHELOR OF EDUCATION—Concluded.

100. Newman, Elizabeth, History, Art.
101. Nighswander, Ruth Virginia, English, History.
102. Oliver, Ruby Marie, History, English.
103. Patterson, Alice, English, History.
104. Perry, Wayne L., Physics, History.
105. Petersen, Pauline Elizabeth, English, History.
106. Prosser, Phyllis, English, Commerce.
107. Quillman, Harley F., Physics, History.
108. Ragsdale, Genevieve W., History, English.
109. Raney, Frances Jane, Chemistry, Physics.
110. Reiman, Helen Lucille, Geography, Physical Education.
111. Ritchey, William Jennings, History, Geography.
112. Robison, William Leroy, French, Latin.
113. Ross, Audre Mae, English, History.
114. Ross, Claude T., History, Geography.
115. Sanders, Wilford A., Geography, English.
116. Schaeffer, Martin H., History, Geography.
117. Schrade, Walter J., Chemistry, Mathematics.
118. Shenk, Viola, History, Political Science.
119. Snead, Ruth, English, History.
120. Snider, Ray S., Zoology, Chemistry.
121. Sprague, Victor, Zoology, Chemistry.
122. Stevenson, Clarence Andrew, History, English.
123. Stiritz, Eugene E., Mathematics, Physical Education.
124. Stroup, Archie, Physics, Mathematics.
125. Taylor, Helene, English, Geography.
126. Treffts, Ralph V., History, English.
127. Varvil, Sibyl Bernice, Physics, Mathematics.
128. Waisath, Mary Ann, Commerce, English.
129. Walden, Opal Marie, English, French.
130. Walker, Bernice, English, History.
131. Warren, Fount, History, Geography.
132. Watson, Richard E., Mathematics, Physics.
133. West, Margaret Mae, English, History.
134. White, John Kay, Geography, History.
135. Williams, Guy, History, Political Science.
136. Willis, Walter Waldo, Mathematics, Physics.
137. Wintersteen, Marjory B., Art, History.
138. Wolfe, Homer Roland, History, Geography.
139. Wright, Carl B., Geography, History.
140. Yates, Mary, English, Geography.

## TWO-YEAR COURSE.

- |                             |                                |
|-----------------------------|--------------------------------|
| 1. Abshier, Carolyn Payne   | 36. Garnett, Harry Venoy       |
| 2. Allen, Gladys            | 37. Granau, Carolyn            |
| 3. Allen, Ruth              | 38. Gray, Howard               |
| 4. Anderson, Doris E.       | 39. Greer, Chester Laverne     |
| 5. Anderson, Mary           | 40. Grubb, Jennie              |
| 6. Avis, Dorothy Vernon     | 41. Gruetzemacher, Ada         |
| 7. Bales, Onelda Joyce      | 42. Gumpersheimer, Marie       |
| 8. Barstis, Mary            | 43. Hagler, Alma Genevieve     |
| 9. Bonner, Gertrude         | 44. Hanagan, Francis Patrick   |
| 10. Boone, Winnifred G.     | 45. Hands, Thelma R.           |
| 11. Briesacher, Leta        | 46. Hapeman, Elaine            |
| 12. Brown, Loraine          | 47. Harbison, Georgia Montafae |
| 13. Brown, Myrtle J.        | 48. Hardin, Ruth Alene         |
| 14. Butler, Louisa Eustotia | 49. Harris, Philip B.          |
| 15. Caldwell, Margaret      | 50. Hart, Ellen Irene          |
| 16. Calhoun, Fondle         | 51. Hartley, Leora             |
| 17. Casperson, Inez         | 52. Hatfield, Ruby Joy         |
| 18. Chitty, Arthur L.       | 53. Hinkle, Leland C.          |
| 19. Clark, Daisy            | 54. Hoffman, S. Belva          |
| 20. Corgan, Hazel Marie     | 55. Hooker, Ottilie            |
| 21. Cornett, Hal Bourne     | 56. Huffman, Helen             |
| 22. Corzine, Mary E.        | 57. Jenkins, Beulah E.         |
| 23. Davis, Frank E.         | 58. Jobusch, Jeannette Louis   |
| 24. Dietz, Helen Agnes      | 59. Keller, A. Lorene          |
| 25. Donham, Mary Evelyn     | 60. Keller, Marjorie Louisa    |
| 26. Dunn, Edna              | 61. Keller, Mary Esther        |
| 27. Durkes, Amy Lill        | 62. Kelley, Margaret Lucille   |
| 28. Edgar, Juanita Lucille  | 63. Kessel, Ethel Anna         |
| 29. Ertelt, Melba Marie     | 64. Koethe, Vera Ruth          |
| 30. Etherton, Ruby V.       | 65. Kraper, Pearl L.           |
| 31. Farthing, Susan L.      | 66. Lafoon, Bernice Maud       |
| 32. Fricke, Arthur Henry    | 67. Looney, Darethey Eva       |
| 33. Fulenwider, Juanita     | 68. Loudon, Elnora Louise      |
| 34. Fults, Marie            | 69. Lovelace, Woodrow          |
| 35. Gambill, Fay            | 70. Loverkamp, Earl A.         |

## TWO YEAR COURSE—Concluded.

71. Mangis, Helen Louise	98. Robinson, Iva Mae
72. Martin, Dorothy Lenore	99. Robinson, Nadine
73. Martin, Robert Burton	100. Rogers, Helen
74. May, Edra Vermelia	101. Romack, Lester L.
75. McCain, Nora Ellen	102. Romanus, Charlotte Henrietta
76. McCall, Luella	103. Schaubert, Vivi Inez
77. McClarren, Anna Mae	104. Schifferdecker, Ruby
78. McCollum, Esther	105. Shook, Virginia R.
79. McKelvey, Doris E.	106. Simmons, Benjamin L.
80. McKibben, Marian R.	107. Smith, Ralph Paul
81. McLean, Elizabeth Irene	108. Spore, Lela Geneva
82. Morrison, Pauline	109. Stefanoff, Dorothy Donna
83. Munsell, Marjorie Ellen	110. Stenzel, Gladys Edythe
84. Murray, Olive Estelle	111. Stokes, Kathleen R.
85. Nichols, Edna	112. Strothmann, Elsie Helen
86. Nicksch, Edwin	113. Taging, Fay
87. Otrich, H. Don	114. Tanner, Esther Mae
88. Palmer, Daisy	115. Thane, Verneita
89. Penny, Emma Ophelia	116. Trout, Ethel M.
90. Perkins, Grace Lillian	117. Viers, Cora E.
91. Plotts, Pauline M.	118. Waller, Delbert A.
92. Pressley, Dorothy	119. Wayman, Helen I.
93. Pressley, Virginia	120. Whitman, Dorothy
94. Purtill, Johanna Moore	121. Wooton, Edith
95. Quillman, Edith Irene	122. Wormley, John
96. Reeves, Julia Catherine	123. Young, Marjorie
97. Robinson, Essie Mae	124. Zebos, Blanche Ida

## II AND III. FACULTY AND OTHER SCHOOL EMPLOYEES.

## FIRST SUMMER SESSION PAYROLL.

		June portion.	July portion.	Total.
<b>AGRICULTURE:</b>				
R. E. Muckelroy.....	Full Professor.....	\$400.90	\$232.10	\$633.00
<b>ART:</b>				
Gladys P. Williams.....	Assistant Professor.....	253.33	146.67	400.00
Lulu D. Roach.....	Assistant Professor.....	253.33	146.67	400.00
<b>BOTANY:</b>				
Wm. M. Bailey.....	Full Professor.....	390.13	225.87	616.00
Mary Goddard.....	Instructor.....	190.00	110.00	300.00
<b>CHEMISTRY:</b>				
J. W. Neckers.....	Full Professor.....	390.13	225.87	616.00
G. W. Browne.....	Associate Professor.....	369.23	213.77	583.00
T. W. Abbott.....	Associate Professor.....	348.33	201.67	550.00
<b>COMMERCIAL:</b>				
Edw. V. Miles.....	Assistant Professor.....	305.90	177.10	483.00
Susie Ogden.....	Instructor.....	210.90	122.10	333.00
<b>EDUCATION:</b>				
G. D. Wham.....	Full Professor.....	475.00	275.00	750.00
Bruce Merwin.....	Full Professor.....	326.80	189.20	516.00
F. G. Warren.....	Associate Professor.....	358.46	207.54	566.00
W. A. Thalman.....	Associate Professor.....	326.80	189.20	516.00
W. A. Furr.....	Associate Professor.....	421.80	244.20	666.00
W. O. Brown.....	Assistant Professor.....	358.46	207.54	566.00
<b>ENGLISH:</b>				
Emma Bowyer.....	Full Professor.....	337.57	195.43	533.00
Julia Jonah.....	Associate Professor.....	263.47	152.53	416.00
Esther Power.....	Associate Professor.....	285.00	165.00	450.00
Robert D. Faner.....	Assistant Professor.....	263.47	152.53	416.00
Charles D. Tenney.....	Assistant Professor.....	316.67	183.33	500.00
Florence Wells.....	Instructor, first two weeks.....	209.00	121.00	330.00
Lydia Ragsdale.....	Instructor, last four weeks.....			
<b>FOREIGN LANGUAGE:</b>				
Vera Peacock.....	Full Professor.....	326.80	189.20	516.00
J. M. Pierce.....	Associate Professor.....	337.57	195.43	533.00
Fuller Combs.....	Associate Professor.....	274.23	158.77	433.00
Madeleine Smith.....	Assistant Professor.....	221.67	128.33	350.00
<b>GEOGRAPHY:</b>				
F. H. Colyer.....	Full Professor.....	380.00	220.00	600.00
F. W. Cox.....	Associate Professor.....	316.67	183.33	500.00

## FIRST SUMMER SESSION PAYROLL—(Continued).

		June portion.	July portion.	Total.
<b>HISTORY:</b>				
Richard L. Beyer.....	Full Professor.....	\$348.33	\$201.67	\$550.00
G. W. Smith.....	Associate Professor.....	421.58	244.42	666.00
E. G. Lentz.....	Associate Professor.....	326.80	189.20	516.00
Clarence Cramer.....	Associate Professor.....	316.67	183.33	500.00
Sara Baker.....	Assistant Professor.....	231.80	134.20	366.00
Charles J. Pardee.....	Assistant Professor.....	253.33	146.67	400.00
R. M. Nolen.....	Assistant Professor.....	242.57	140.43	383.00
Troy Stearns.....	Instructor.....	202.04	116.96	319.00
<b>HOUSEHOLD ARTS:</b>				
Lucy K. Woody.....	Associate Professor.....	263.47	152.53	416.00
Mary Louise Barnes.....	Assistant Professor.....	221.67	128.33	350.00
<b>INDUSTRIAL ARTS:</b>				
Louis C. Petersen.....	Assistant Professor.....	348.33	201.67	550.00
<b>MATHEMATICS:</b>				
W. T. Felts.....	Full Professor.....	400.90	232.10	633.00
Alice K. Wright.....	Assistant Professor.....	231.80	134.20	366.00
Dilla Hall.....	Assistant Professor.....	263.47	152.53	416.00
<b>MUSIC:</b>				
Julia Chastaine.....	Assistant Professor.....	210.90	122.10	333.00
Helen E. Matthes.....	Instructor.....	190.00	110.00	300.00
<b>PHYSICAL EDUCATION:</b>				
Leland Lingle.....	Assistant Professor.....	253.33	146.67	400.00
Vincent DiGiovanna.....	Assistant Professor.....	263.47	152.53	416.00
Frances Etheridge.....	Assistant Professor.....	242.57	140.43	383.00
Aileen Carpenter.....	Assistant Professor.....	231.80	134.20	366.00
<b>PHYSICS AND ASTRONOMY:</b>				
S. E. Boomer.....	Full Professor.....	400.90	232.10	633.00
O. B. Young.....	Associate Professor.....	326.80	189.20	516.00
<b>PHYSIOLOGY AND HEALTH EDUCATION:</b>				
Delia Caldwell.....	Assistant Professor.....	274.23	158.77	433.00
<b>POLITICAL SCIENCE:</b>				
Willis Swartz.....	Full Professor.....	326.80	189.20	516.00
<b>ZOOLOGY:</b>				
Hilda Stein.....	Associate Professor.....	274.23	158.77	433.00
Martha Scott.....	Assistant Professor.....	253.33	146.67	400.00
<b>SENIOR HIGH SCHOOL:</b>				
Alberta Gibbons.....	Assistant Professor.....	221.67	128.33	350.00
C. C. Logan.....	Instructor.....	274.23	158.77	433.00
Henry Schroeder.....	Instructor.....	242.57	140.43	383.00
Emma Francis.....	Instructor.....	190.00	110.00	300.00
Madge Trout.....	Instructor, last four weeks.....	209.00	121.00	330.00
Ruth Husband.....	Instructor, first two weeks.....			
Gladys Smith.....	Instructor.....	210.90	122.10	333.00
<b>ALLYN TRAINING SCHOOL:</b>				
Mary E. Entsminger.....	Instructor.....	221.67	128.33	350.00
Lulu Clark.....	Instructor.....	221.67	128.33	350.00
Mabel Eads.....	Instructor.....	142.50	82.50	225.00
Dora Bevis.....	Instructor.....	142.50	82.50	225.00
Florence King.....	Instructor.....	221.67	128.33	350.00
<b>LIBRARIANS:</b>				
Fay Hart.....	Assistant Professor.....	221.67	128.33	350.00
Mrs. Fred Crane.....	Instructor.....	179.23	103.77	283.00
Katherine Fox.....	Instructor.....	179.23	103.77	283.00
Total.....		\$19,374.72	\$11,217.28	\$30,592.00

## SECOND SUMMER SESSION PAYROLL.

		Total.
<b>BOTANY:</b>		
Mary Goddard.....	Instructor.....	\$300.00
<b>CHEMISTRY:</b>		
Kenneth A. Van Lente.....	Associate Professor.....	500.00
<b>COMMERCIAL:</b>		
T. L. Bryant.....	Assistant Professor.....	483.00
Edw. V. Miles.....	Assistant Professor.....	483.00

## SECOND SUMMER SESSION PAYROLL—(Continued).

EDUCATION:		Total.
T. R. Ragsdale.....	Assistant Professor.....	\$400.00
Ruby Van Trump.....	Instructor.....	350.00
ENGLISH:		
Frances Barbour.....	Associate Professor.....	416.00
Edith Krappe.....	Assistant Professor.....	366.00
Lydia Ragsdale.....	Instructor, first four weeks.....	330.00
Florence Wells.....	Instructor, last two weeks.....	
Madge Trout.....	Instructor, first four weeks.....	330.00
Ruth Husband.....	Instructor, last two weeks.....	
	To be named.....	300.00
FOREIGN LANGUAGE:		
Helen Baldwin.....	Associate Professor.....	416.00
Madeleine Smith.....	Assistant Professor.....	350.00
GEOGRAPHY:		
Annemarie E. Krause.....	Assistant Professor.....	366.00
Emerson Hall.....	Instructor.....	319.00
HISTORY:		
E. G. Lentz.....	Associate Professor.....	516.00
Russell M. Nolen.....	Assistant Professor.....	383.00
Troy Stearns.....	Instructor.....	319.00
George Bracewell.....	Instructor.....	333.00
MATHEMATICS:		
J. R. Purdy.....	Associate Professor.....	516.00
Dilla Hall.....	Assistant Professor.....	416.00
MUSIC:		
David S. McIntosh.....	Assistant Professor.....	416.00
PHYSICAL EDUCATION:		
William McAndrew.....	Associate Professor.....	516.00
Dorothy Muzzey.....	Assistant Professor.....	333.00
PHYSICS AND ASTRONOMY:		
Charlotte Zimmerschied.....	Assistant Professor.....	400.00
ZOOLOGY:		
Mary M. Steagall.....	Full Professor.....	550.00
LIBRARIAN:		
Opal Stone.....	Instructor.....	283.00
Total.....		\$10,690.00

We are trying to run the two sessions of the summer quarter this year with considerably less outlay than we had last year. You will notice that the total amount that we are contracting for today for the first six weeks is \$30,592. Last year the amount was \$34,945; a saving of \$4,353. You will notice too, that for the second six weeks of the summer session of this year the total outlay provided for in this report is \$10,690. Last year the amount was \$13,981; a saving of \$8,291 on the second half, and a total saving on both sessions of \$12,644. However, it is possible that we shall not be able to get through with the amounts indicated, and I am asking permission to spend not to exceed \$2000 more for the first half, and not to exceed \$2000 for the second half, if it becomes necessary in order to take care of the enrollment. If we find it necessary to employ additional teachers their names will, of course, be reported at the first meeting of the Board following the appointment, with the salary paid in each case.

The heavy expenditure, especially in the second session last year, was caused by an unusual enrollment of senior college students, particularly members of the senior class, necessitating a wide variety of senior college courses in order that the candidates not only for last year, but many of the candidates for this year, might have an opportunity to satisfy the requirements as to the major, and also to establish the proper minors. The Board will notice that we are recommending 140 persons for our B. Ed. degree. This number would have been very much smaller if we had not spent a good deal of money

on the second half of the quarter last year. So many belated students have cleared up their records the past year, that we can, I am sure, get along with a much smaller outlay for the present summer session.

#### IV. THE ORGANIZATION.

The following calendar for the school year 1932-33 is submitted to the Board for approval:

Fall Quarter, 1932, opens Monday, September 5.

Fall Quarter, 1932, closes Friday, November 25.

Winter Quarter, 1932-33, opens Monday, November 28.

(Christmas Vacation Friday, December 23, 1932, to Monday, January 9, 1933).

Winter Quarter, 1932-33, closes Friday, March 3.

(Spring Vacation, March 3, to March 12).

Spring Quarter, 1933, opens Monday, March 13.

Mid-Spring Term, 1933, opens Monday, April 24.

Spring Quarter and Mid-Spring Term, 1933, closes Friday, June 2.

First Summer Session, 1933, opens Monday, June 5.

First Summer Session, 1933, closes Friday, July 14.

Second Summer Session, 1933, opens Monday, July 17.

Second Summer Session, 1933, closes Friday, August 25.

#### 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.

1. I recommend that the faculty be permitted to graduate each student whose name appears on either of the lists of candidates submitted, if the student, not later than August 26, completes the requirements called for in the course from which he is asking to be graduated.

2. I recommend that the Board confirm the appointments for both sessions of the summer quarter.

3. I recommend further that the President be given authority to expend \$2000 more in each session, if in his judgment and the judgment of the Heads of the Departments, such expenditure is warranted.

4. I recommend that the Board approve the calendar as submitted.

Respectfully submitted,

H. W. SHRYOCK, *President.*

Special attention was called to the statement in this report that President Shryock proposed to conduct the two terms of the summer school for \$41,282 as against the cost of the two sessions of last year of \$53,926, which would be a saving of \$12,644. The question was asked as to what adjustments had been made to make possible such a difference in the cost of the summer schools. As Mr. Shryock was not present, no one could answer this.

Action on recommendations deferred.

Mr. Morgan presented a statement setting forth the average salaries paid to the teachers in the State University with a view to making a comparison with the salaries paid by the state in the Teachers Colleges. As some of the presidents were not able to give the exact average salaries, the Board decided to appoint a committee, consisting of President Morgan, Mr. Bach, Mr. Bailey and Mr. Dill, to assemble the data which would make possible a comparison of the salaries paid in the University with those in the Teachers Colleges.

Mr. Bach raised the question of the legal status of the bookstore at the Normal University. He felt that the only way to end the discussion and

criticism about the validity of the Normal University maintaining a store to sell textbooks and supplies to the students would be to secure an opinion from the Attorney General. After some discussion the Board authorized Mr. Bach to prepare a question to present to the Attorney General, which question should present the specific case of the bookstore in the State Normal University. It was further ordered that this question, when prepared, should be presented at a meeting of the Board before final presentation to the Attorney General.

The Board at 12:30 o'clock recessed for luncheon in Pemberton Hall, after which it reconvened in executive session.

#### EXECUTIVE SESSION.

The recommendations in President Lord's report were as follows:

1. Approval of the list of candidates for graduation in 1932 provided they complete the work by the close of the summer quarter, September 2, 1932.

2. Teachers salary schedules for the first and second half summer quarters of 1932.

3. A leave of absence to Wayne Hughes for the school year 1932-1933 for further study, on a part salary not to exceed \$1000.

A general discussion arose on the matter of the salaries for the summer sessions, and also on the matter of paying any part of the salary to those who were on a leave of absence. The present financial and taxation situation in the state was presented as a reason for reduction in the salaries in the teachers colleges and the cutting out of every item of expense not necessary to the maintenance of the schools.

The point was made that the summer salaries were based on the salaries of the previous regular school year and that, therefore, any reduction in the summer salaries should not be made until the salaries for the regular school year have been fixed by the Board. It was also stated that some of the teachers who had come into the school at the beginning of the school year had done so with the understanding that their summer school salary would be a certain part of their regular annual salary.

At the conclusion of this discussion it was decided to defer definite action on the summer school schedules until the next meeting of the Board which was fixed for April 21st.

On motion the first recommendation in Mr. Lord's report was approved, and the second and third were postponed to the next meeting.

The recommendations in President Morgan's report were as follows:

1. Graduation of such students on the lists submitted as complete the work by June 9, 1932.

2. Mid-spring faculty additions.

3. First summer faculty list.

4. Second summer faculty list.

5. The calendar for the school year 1932-1933.

When a motion was made to defer action on recommendations 2, 3, and 4 until the next meeting, the question was raised as to whether it would be possible to postpone action on recommendation No. 2 until the next meeting. Mr. Bailey was authorized to consult with President Morgan and to report back to the Board. His report was that the mid-spring faculties must be selected before the time of the next meeting in order to begin their work.

Upon motion recommendations 1, 2, and 5 were approved. Recommendations 3 and 4 were postponed until the next meeting.

The recommendations in President Brown's report were as follows:

1. Approval of the graduation of the students listed, subject to the completion of the curriculum and the satisfaction of other requirements.

2. Acceptance of the resignations of Elizabeth H. Carter and Bernice Wilkerson.

3. Confirmation of the appointment of Marjorie J. Walker, critic teacher, at \$200 a month, to be paid from salaries and wages; Dorothy A. Brosi, critic teacher, \$200 a month, \$150 of which to be paid by the Department of Public Welfare and \$50 from salaries and wages.

4. The release of Associate Professor Charles A. Harper during the summer session and his assignment to working connection with the writing of the seventy-fifth anniversary history of the Illinois State Normal University.

5. Miss Margaret E. Lee, Assistant Professor of Kindergarten Education, emerita, at \$1200 a year, beginning in September, 1932.

6. Appointment of a successor to Miss Margaret E. Lee, at a salary of \$3000 for 36 weeks.

7. Appointment of an instructor in German, at a salary of \$1800 for 36 weeks, to be paid from salaries and wages.

8. Appointment of Miss Janet K. Smith, half-time service, beginning March 28, at a salary of \$115 a month; also appointment of Miss Dorothy S. McIlvain, half time service in art, beginning March 28, at a salary of \$100 a month.

9. Addition of \$50 a month to the salary of Miss Doris L. Stickle, critic teacher, to be paid from salaries and wages.

10. Leave of absence for three weeks in May for Dean H. H. Schroeder.

11. Approval of the faculty lists for the summer quarter.

12. Appointment of additional night watchmen and continuation of the present plan, as described in the report, to be paid from revolving fund.

13. Appointment of Miss Hester M. Hood, instructor in education and director of appointments for the school, at a salary of \$2400 for twelve months, to be paid from the revolving fund for the balance of the current year.

14. Calendar for the school year 1932-1933.

15. Establishment at the Illinois State Normal University of a curriculum for training teachers of atypical children.

On motion No. 3 was amended so that the salary to be paid for the remainder of this school year should be \$150 per month instead of \$200 as recommended.

On motion No. 13 was changed to make the employment of Miss Hester M. Hood for the remainder of this school year at the rate of \$2400 a year for 12 months service.

On motion the Board voted to disapprove recommendation No. 4.

On motion the Board approved recommendations 1, 2, 3 as amended, 5, 8, 10, 12, 13 as amended, and 14.

Action on recommendations 6, 7, 9, 11 and 15 was on motion postponed to the next meeting.

The recommendations in President Adams report were as follows:

1. Awarding of diplomas to the students who complete the requirements for graduation at the close of the winter quarter.

2. Awarding of degrees and diplomas to the students completing the requirements for graduation from the prescribed curriculum.

3. Leave of absence to Mrs. Helen R. Messenger and the payment of an allowance of \$1500 for 36 weeks during this leave.

4. Leave of absence to Milo T. Oakland and payment of an allowance of \$1500 for 36 weeks during this leave.

5. Appointment of Kathryn E. Mayer for the first and second summer terms, at a salary of \$250 for each term.

6. Salary schedules for first and second summer terms.

7. Calendar for school year 1932-1933.

8. Permission to change type of diploma used in the five teachers colleges.

9. Acceptance of Student Loan Fund report as a matter of record.

On motion recommendations 1, 2, 5, 7, 8, and 9 were approved. Action on recommendations 3, 4 and 6 was postponed until the next meeting.

The recommendations in President Shryock's report were as follows:

1. That the faculty be permitted to graduate each student on the lists of candidates submitted, if the student, not later than August 26, completes the requirements of the course.

2. Appointments for both sessions of the summer quarter.

3. That the President be given authority to expend \$2000 more in each session, if in his judgment and the judgment of the heads of the departments, such expenditure is warranted.

4. The calendar for the school year 1932-1933.

On motion the Board approved recommendations 1 and 4, and postponed action on recommendations 2 and 3 until the next meeting.

Out of the discussion of these recommendations two questions arose for discussion.

1. The first one related to the matter of graduation. Some of the recommendations were in the following language, "that the president and faculty be allowed to graduate," etc. It was pointed out that the Board was the only legal authority for graduating people from the teachers colleges. The Board declared them graduates by its action upon the recommendation of the president and the faculty of the school; that all the Board could do would be to authorize the president and faculty to issue the diplomas to such as had been graduated by the Board and signed by the Chairman of the Board and the Secretary of the Board and the President of the College. It seemed necessary to formulate the language used in the recommendation by the presidents to meet these legal aspects. The secretary of the Board was authorized to formulate such a statement.

The Board also ordered that hereafter whenever anyone who has been graduated by the action of the Board, fails to meet all of the requirements, that upon the statement of the president of the school to the Secretary of the Board, the Secretary would be authorized to cancel that name from the list previously approved before such list is published.

2. The question of retirement on the emeritus relationship was raised for discussion and explanation. It seemed to be the desire that at some future meeting the whole matter should be brought up for further study.

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

Upon motion, the Board adjourned to meet in the office of the Superintendent of Public Instruction, Springfield, on Thursday, April 21, at 3:00 P. M.

M. F. WALSH, *Chairman*  
F. G. BLAIR, *Secretary*

Approved April 21, 1932.



STATE OF ILLINOIS  
DEPARTMENT OF REGISTRATION AND EDUCATION

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**THE NORMAL SCHOOL BOARD**

**Ex-officio Members**

M. F. Walsh, Director of Registration and Education  
Springfield, Chairman

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

**Appointed Members**

Term Expires

1933

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

1935

Albert E. Bailey, Macomb  
Preston Bradley, Chicago  
Mrs. G. W. T. Reynolds, East St. Louis

1937

Harriet A. McIntire, Mendota  
J. D. Dill, Carbondale  
William R. Bach, Bloomington

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**Presidents of Normal Schools**

Harry A. Brown, A. B., A. M., Ed. D.  
Illinois State Normal University, Normal

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

Karl L. Adams, B. S., 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., Ph. M.  
Western Illinois State Teachers College, Macomb

## STANDING COMMITTEES

*Finance*

Mr. Bailey  
 Miss McIntire  
 Mr. McMorris  
 Mr. Bach  
 Mrs. Northam  
 The Chairman  
 The Secretary

*Supplies and Equipment*

Mr. Bailey  
 Mr. Bradley  
 Mr. Bach  
 Mr. Dill  
 Mrs. Northam  
 The Chairman  
 The Secretary

*Faculty and Curricula*

Mr. Bradley  
 Miss McIntire  
 Mr. Bailey  
 Mr. Still  
 Mrs. Reynolds  
 The Chairman  
 The Secretary

*Buildings and Grounds*

Mr. Still  
 Mr. Bradley  
 Mr. McMorris  
 Mr. Dill  
 Mrs. Reynolds  
 The Chairman  
 The Secretary

*Dormitory*

Mrs. Northam  
 Mrs. Reynolds  
 Mr. Bach  
 The Chairman  
 The Secretary

## MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD.

The Normal School Board met in the office of the Superintendent of Public Instruction, Springfield, Illinois, at 3:00 P. M., on April 21, 1932.

Present: Messrs. Bach, Bailey, Blair, Dill, McMorris, Walsh and Miss McIntire, Mrs. Northam and Mrs. Reynolds.

Absent: Messrs. Bradley and Still.

All of the presidents were present except Mr. Brown who was represented by Dean Schroeder.

The secretary presented the minutes of the previous meeting as typed and sent to the various members, calling attention to one typographical error which he had corrected. They were approved.

The chairman of the Board called for any unfinished business or reports of committees.

At the Charleston meeting of the Board the secretary was asked to draft a statement or rule respecting the form in which recommendations for graduation should be made to the Board by the presidents of the Teachers Colleges. He proposed the following general form for such recommendations:

"I recommend the following persons for graduation:

.....  
.....  
.....

(Names of candidates with course)

and ask that the chairman and secretary of the Board be authorized to sign the diplomas for the persons named in the list with the understanding that if any one on such list as approved by the Board should fail to complete the work by the time set for presenting the diplomas,

I shall inform the secretary of the Board of that fact."

The secretary of the Board is hereby authorized, upon notice by a president of a college that one or more of the persons whose names appeared in the list had failed to complete the required course, to strike such name or names from the previously approved list.

On motion of Mr. Bach, this recommendation was approved.

Mr. Bailey, on behalf of the committee appointed at the Charleston meeting to make a study of the salaries paid in the Teachers Colleges in Illinois as compared with the salaries paid in the State University and in teachers colleges in other states, made the report. He said that the information which had been collected by Mr. Morgan for the committee had altered somewhat the attitude which the members of the committee had had at the Charleston meeting, as the data showed that the average salaries paid in the Teachers Colleges of Illinois were lower than those paid by the State University, and in most cases were lower than the salaries paid in teachers colleges in other states. He stated that he desired to make the report under several heads and move their adoption separately.

The first recommendation made by the committee was that the present salary schedule for the first summer terms in the five Teachers Colleges be

approved as presented. Much discussion followed, mainly based upon the fear that if this motion passed it meant that there would be no second summer term. Motion unanimously carried.

Mr. Bailey said that while the committee were not recommending the cancellation of the plans for the second summer term, he was presenting the question of omitting the second summer term to the Board for their consideration and action in view of the present revenue and taxation crisis. Mr. Walsh made the statement that he felt that if any serious reductions were made in the salaries of the Teachers Colleges, that such reductions should be made as a part of the state wide scheme. If the salaries in the Teachers Colleges were reduced without any reduction of the salaries of the other state employees, it would appear as an inequity to the Teachers Colleges of the state. Other members pointed out that such reductions should be considered only in the light of what reduction in salaries will be made at the State University and in the State Schools at St. Charles, Geneva, and the Schools for the Blind and Deaf at Jacksonville.

It was also pointed out that dropping the second summer term would not cut the salaries uniformly in the Teachers Colleges. Only such of the teaching force as happen to be on the summer list would suffer a reduction. The chairman of the Board called upon Mr. Morgan to present the data which he had collected for the committee. These data, as presented by Mr. Morgan, are made a part of the minutes, as follows:

Name of School.	Average attend. reg. year.	No. faculty.	Ave. salary reg. year.	Plan for next year.	† College students per fac. member.	Summer terms.	Sabbatical leave.	Amount for Sab. leave.	Continued next year.	Emeritus salaries.	Amount per year.	Continued next year.
Albany, N. Y.	1,336	86	\$3,384	No increase; No cuts.	15.5	6 weeks.	Yes.	Half Pay?	Yes.	No. A retirement allow.	.....	Yes.
Buffalo, N. Y.	1,147	73	2,892	No increases. No cuts.	15.6	6 weeks.	Yes.	Half pay?	Yes.	No. A retirement allow.	.....	Yes.
Montclair, N. J.	1,415	71	2,430	Omit increase.	19.9	6 weeks.	No, but 3rd summer off.	3rd summer off, full pay.	Uncertain.	No. They are on state retire.	Ave. sal. for 10 years.	Yes.
Indiana, Pa.	1,415	71	2,430	Omit increase.	19.9	6 weeks.	No, but 3rd summer off.	3rd summer off, full pay.	Yes.	They are on state retire.	Yrs. of service + 80 X yrs. of service in Pa.	Yes.
West Chester, Pa.	1,330	85	2,806	Omit increase.	15.6	6 weeks.	No, but 3rd summer off.	3rd summer off, full pay.	Yes.	They are on state retire.	.....	Yes.
Bloomensburg, Pa.	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Kent, Ohio	1,278	84	2,506	No increase.	15.2	6 wks. & 6 wks.	No.	.....	.....	No.	.....	None.
Bowling Green, Ohio	1,021	56	3,060	3% reduct. June 1.	18.2	6 wks. & 6 wks.	No.	.....	.....	No.	.....	.....
Ypsilanti, Mich.	2,177	170	2,910	Uncertain. Poss. 15% down.	12.8	6 weeks.	Yes.	Half pay.	Yes.	Yes.	\$1100-\$1400.	Yes.
Kalamazoo, Mich.	1,965	194	3,071	"	10.1	6 weeks.	Yes.	Half pay.	Not known.	Yes, but some have retired.	\$1100-\$1400.	Yes.
Bowling Green, Ky.	?	103	2,100	Not determined.	?	6 wks. & 6 wks.	No.	.....	.....	No.	.....	.....
Richmond, Ky.	911	67	.....	Not determined.	13.5	6 wks. & 6 wks.	Yes.	Half pay.	Yes.	No.	.....	.....
Muncie, Ind.	1,247	60	2,671	Regular schedule.	20.8	6 wks. & 6 wks.	No.	.....	.....	No.	.....	.....
Oshkosh, Wis.	659	51	2,585	No increase.	12.9	6 weeks.	Yes, until 2 yrs. ago.	Up to \$1500.	Not in use next yr.	No. State Annuity.	See folder.	Yes.
Milwaukee, Wis.	1,443	86	2,641	†No increase.	16.8	6 weeks.	Yes, 3rd summer with pay.	Ave. \$440.	Yes.	No. State Annuity.	See folder.	Yes.
LaCrosse, Wis.	802	.....	\$2,735	No increase.	.....	6 weeks.	Yes, 3rd summer with pay.	Ave. \$450.	Yes.	No. State Annuity.	See folder.	Yes.

Kirksville, Mo.....	694	53	2,166	No increase.	13.1	10 weeks.	Yes.	5% sal. not to exceed 7 yrs.	Yes.	No.	.....
Maryville, Mo.....	671	45	2,456	Same basis.	14.9	10 weeks.	Yes.	Not to exceed half salary.	Yes.	No.	.....
Emporia, Kans.....	1,288	109	2,538	Prob. 10% down.	11.8	8 wks.& 4 wks.	Yes.	Dif. in salaries.	Yes.	No. Assigned some work.	Salaries for easy work. Yes.
Pittsburg, Kans.....	1,337	109	2,189	Prob. 10% down.	12.2	9 wks.& 4 wks.	Yes.	Half salary for 11 months.	Yes.	No. Assigned some work.	Salaries for easy work. Yes.
Cedar Falls, Ia.....	1,999	164	2,530	5% reduction.	12.2	12 weeks.	No.	.....	No.	.....	.....
Greeley, Colo.....	1,595	76	3,279	Regular schedule.	.....	5 wks.& 5 wks.	Yes.	Salary.	Yes.	Yes.	Up to \$150 per month. Yes.
Carbondale, Ill.....	1,302	93	2,608	?	14.0	6 & 6 wks.	Yes.	One in 25 not to exceed \$1500.	?	Yes.	\$1200-\$2400. Pres.\$3000. ....
Charleston, Ill.....	662	66	2,656	?	10.0	6 & 6 wks.	Yes.	"	?	"	"
DeKalb, Ill.....	727	53	2,636	?	13.8	6 & 6 wks.	Yes.	"	?	"	"
Macomb, Ill.....	730	67	2,622	?	*11.4	6 & 6 wks.	Yes.	"	?	"	"
Normal, Ill.....	1,487	105	2,582	?	11.8	6 & 6 wks.	Yes.	"	?	"	"
Univ. of Illinois.....	11,025	740	**3,301 3,766	Reduce but not sal.	14.8	8 weeks.	Yes.	Half pay.	Yes.	Yes.	.....

\*Three extension teachers subtracted in estimate.

†Salaries over \$3600 may possibly be reduced 10%. We hope not.

‡Not very accurate. Some do all practice teaching.

\*\*\$3201 is the average including assistants who are graduate students.

§\$3766 is the average excluding assistants who are graduate students.

§ Estimated.

## PRESIDENTS' SALARIES.

Albany, N. Y. ....	\$7,500	+	Residence and other perquisites.
Buffalo, N. Y. ....	6,750	+	Residence and other perquisites.
Montclair, N. J. ....	7,500		
Indiana, Pa. ....	12,000-8,000		
West Chester, Pa. ....	8,000	+	Residence and other perquisites.
Bloomsburg, Pa. ....	7,000	+	Residence and other perquisites.
Kent, Ohio. ....	8,500	+	Residence and other perquisites.
Bowling Green, Ohio. ....	8,500	+	Residence and other perquisites.
Muncie, Ind. ....	7,500		
Terre Haute, Ind. ....	8,000?		(Not listed for last year. Was \$8,000 when this president went there over ten years ago.)
Milwaukee, Wis. ....	7,000		
Oshkosh, Wis. ....	6,000		
La Crosse, Wis. ....	6,000		
Kalamazoo, Mich. ....	9,000		
Ypsilanti, Mich. ....	9,000		
Kirksville, Mo. ....	6,500?	+	Residence and other perquisites.
Maryville, Mo. ....	6,500	+	Residence and other perquisites. (Allowed \$50 per month for auto.)
Cedar Falls, Ia. ....	8,000?	+	Residence and other perquisites.
Bowling Green, Ky. ....	5,500	+	Residence and other perquisites.
Richmond, Ky. ....	5,500?		
Emporia, Kans. ....	7,000		
Pittsburg, Kans. ....	7,000		
Greeley, Colo. ....	8,000		

Wisconsin pays \$62,600 for ten presidents including Stout Institute.

Mr. Bach presented a resolution which concluded with this statement: "that no school program be sacrificed unless it becomes impossible to find the money to finance the same." This resolution was adopted and was made a part of the minutes, as follows:

"BE IT RESOLVED, That since the welfare of our state ultimately depends upon the enlightenment of its people,

It is highly essential that those in charge of the public schools of the state receive adequate compensation for their most valued services rendered in the education of the students in attendance at such schools.

That the method of determining what is an adequate compensation to be paid to these public servants should be such as to take into consideration all factors directly and indirectly affecting the matter.

First and foremost among the more important factors is the ability of the state to pay. In such times as we are now in the midst of, with little prospect of immediate betterment in sight, when the ability of the taxpayer was never as limited, when the prospects of collecting the public revenues were never poorer, the strictest economy must of necessity be practiced. Every expenditure must be limited to actual necessities, if we would maintain and keep open our schools for higher education.

The utmost cooperation of all connected with their operation to obtain the most economical operation must be had.

Sacrifices of homes and farms of the overburdened taxpayer will be common throughout the state until better conditions develop.

We are satisfied that the men and women connected with the operation of the Normal Schools of Illinois are keenly conversant with business conditions and that one and all of these will heartily cooperate with the Board in its difficult task of satisfying all concerned, and that they too will gladly make heroic sacrifices to help relieve the almost unbearable burdens of the people.

The members of the Board will deeply appreciate the proper reaction of all affected, to such action as the Board feels constrained to take in the matter, and suggest that before any complaints are registered, a careful study of the buying power of the salaries should be made. Would that the Board could adjust salaries on the basis of the purchasing power of the American dollar. Then no injustice could be done as the fluctuation in its value would determine the salaries paid.

The members of the Board will gladly welcome suggestions in the matter of the reductions on which we may hereafter decide. If there are other better methods that can be employed to obtain the results, we desire that the same be submitted.

We know that the salaries now paid to those engaged in normal school work in Illinois are below the normal average and that increases therein have not been made proportionately to the increases that were made in other lines during the period of inflation, but we believe that all of our people are willing to cooperate with all other state employees in a general saving.

That we recommend that a committee be appointed to determine finally the question of salaries for the succeeding year. That no school program be sacrificed unless it becomes impossible to find the money necessary to finance the same."

After further discussion and statements from all the presidents, upon motion the Board unanimously approved the holding of the second summer term for this year with the understanding that the presidents of the colleges should reduce the actual cost of these two terms to the lowest possible limit. The Board voted unanimously to approve the salary schedules as amended for the second summer session.

On behalf of the committee, Mr. Bailey recommended that the rule of the board to grant sabbatical leave to members of the faculty on half pay be held in abeyance until further action of the Board. The recommendation was discussed very freely and very generally. Some members felt that commitments had been made which would embarrass the presidents of the schools if the leaves for the present year were suspended. However, upon the statement of the presidents that they could arrange the matter satisfactorily with all those who were expecting sabbatical leave, the Board approved this recommendation.

As Mr. Bach's resolution called for a committee to make further studies into the financial situation, the chairman continued the committee which was appointed at Charleston, consisting of Mr. Bailey, Mr. Bach, Mr. Dill and President Morgan, but added to the committee, President Adams.

Upon the statement of Dean Schroeder respecting the illness of President Brown, the Board, on motion, ordered the secretary of the Board to express its regret on account of his illness and to extend the hope for his speedy recovery.



### EASTERN ILLINOIS STATE TEACHERS COLLEGE.

At this point President Lord asked permission to present some recommendations. The following recommendations made by him were approved by the Board:

1. The following additions to the list of graduates in the junior college:

Paul E. Bennett	Margaret Grant Lyons
Helen Marie Blue	

2. Appointment of Miss Ica Marks, teacher of botany during the spring quarter, at the rate of \$1575 for 36 weeks.

3. Appointment of Mrs. Irene Phipps to take the place of Miss Florence E. Gardiner for the remainder of the eight weeks of the spring quarter at the rate of \$1800 for 36 weeks.

4. Leave of absence to Miss Ruby Harris for the eight weeks of the spring quarter, without pay.

5. Leave of absence to F. E. Beu for the school year 1932-1933, without pay.

The last recommendation made by President Lord for a leave of absence and an allowance of \$1000 to Wayne P. Hughes, had been covered by a former action of the Board.

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

Charleston, Illinois,  
April 21, 1932.

*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.

##### 3. Graduates.

I wish to add the following names to the list of candidates for graduation, 1932, submitted with the last report:

#### (2) JUNIOR COLLEGE DIPLOMA.

74. Bennett, Pauline	76. Lyons, Margaret Grant
75. Blue, Helen Marie	

#### II. THE FACULTY.

##### 2. New appointments recommended:

Miss Ica Marks has been engaged to teach Botany during the Spring Quarter at the rate of \$1575 for 36 weeks.

Because of the death of Miss Florence E. Gardiner, I wish to recommend for the remaining eight weeks of the Spring Quarter Mrs. Irene Phipps at the rate of \$1800 for 36 weeks.

Leaves of absence:

Miss Ruby Harris, for the last eight weeks of the Spring Quarter, without pay.

Mr. F. E. Beu, for the school year 1932-1933, without pay.

Mr. Wayne P. Hughes, for the school year 1932-1933.

If our funds permit I wish to recommend that Mr. Hughes, who has been here nine years and whose yearly salary is \$2,500, be allowed not to exceed \$1000, he giving a bankable note in accordance with the rules of the Board.

This is mentioned now only for action upon the leave.

- III. OTHER SCHOOL EMPLOYEES. No report.
- IV. THE ORGANIZATION. No report.
- V. THE CURRICULUM. No report.
- VI. BUILDING AND GROUNDS. No report.
- VII. AUXILIARY ENTERPRISES. No report.
- VIII. STUDENT LIFE. No report.
- IX. MISCELLANEOUS. No report.

X. SUMMARY.

Approval of the Board is requested on the following:

1. Added candidates for graduation.

2. New appointments:

Miss Ica Marks, Botany, at \$1575 for 36 weeks.

Mrs. Irene Phipps, 3rd Grade, at \$1800 for 36 weeks.

3. Leaves of absence:

Miss Harris, last eight weeks of the Spring Quarter.

Mr. F. A. Beu, school year 1932-1933.

Mr. Wayne P. Hughes, school year 1932-1933.

Respectfully submitted,

L. C. LORD, *President*.

Mr. Bach had been authorized by the Board at a previous meeting to formulate a question to present to the Attorney General in order to establish the legal status of the bookstore in the Illinois State Normal University. He presented his letter to the Board and it was approved with the understanding that the letter as it goes to the Attorney General should be signed by the chairman and secretary of the Board.

Dean Schroeder called attention to the fact that a number of the recommendations in President Brown's report to the Charleston meeting had not been acted upon. The Board upon motion took the following action:

1. Correcting the action taken at Charleston on the salary of Miss Walker by making it \$200 per month as recommended by President Brown.

2. Authorizing President Brown to secure a successor to Miss Lee at a salary not to exceed the salary now being paid.

3. Authorizing President Brown to secure an instructor in German at a salary not exceeding \$1800 for 36 weeks, to be paid from salaries and wages.

Upon motion the Board expressed its appreciation of the efforts made by the presidents of the Teachers Colleges in making as many effective reductions in the cost of operation as they had.

Upon motion the Board ordered that the next meeting of the Normal School Board should be held in the Illinois State Normal University at Normal, at 9:00 A. M., Monday, May 23, 1932.

On motion the Board adjourned.

M. F. WALSH, *Chairman*

F. G. BLAIR, *Secretary*

Approved May 23, 1932.

STATE OF ILLINOIS  
DEPARTMENT OF REGISTRATION AND EDUCATION

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**THE NORMAL SCHOOL BOARD**

**Ex-officio Members**

M. F. Walsh, Director of Registration and Education  
Springfield, Chairman  
Francis G. Blair, Superintendent of Public Instruction  
Springfield, Secretary

**Appointed Members**

Term Expires

1933

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

1935

Albert E. Bailey, Macomb  
Preston Bradley, Chicago  
Mrs. G. W. T. Reynolds, East St. Louis

1937

Harriet A. McIntire, Mendota  
J. D. Dill, Carbondale  
William R. Bach, Bloomington

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**Presidents of Normal Schools**

Harry A. Brown, A. B., A. M., Ed. D.  
Illinois State Normal University, Normal  
Henry W. Shryock, Ph. B.  
Southern Illinois State Normal University, Carbondale  
Karl L. Adams, B. S., 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., Ph. M.  
Western Illinois State Teachers College, Macomb

## STANDING COMMITTEES

*Finance*

Mr. Bailey  
 Miss McIntire  
 Mr. McMorris  
 Mr. Bach  
 Mrs. Northam  
 The Chairman  
 The Secretary

*Supplies and Equipment*

Mr. Bailey  
 Mr. Bradley  
 Mr. Bach  
 Mr. Dill  
 Mrs. Northam  
 The Chairman  
 The Secretary

*Faculty and Curricula*

Mr. Bradley  
 Miss McIntire  
 Mr. Bailey  
 Mr. Still  
 Mrs. Reynolds  
 The Chairman  
 The Secretary

*Buildings and Grounds*

Mr. Still  
 Mr. Bradley  
 Mr. McMorris  
 Mr. Dill  
 Mrs. Reynolds  
 The Chairman  
 The Secretary

*Dormitory*

Mrs. Northam  
 Mrs. Reynolds  
 Mr. Bach  
 The Chairman  
 The Secretary

## MINUTES OF THE MEETING OF THE NORMAL SCHOOL BOARD.

The Normal School Board met in the Main Building of the Illinois State Normal University, at Normal, Illinois, at 9:00 A. M., Monday, May 23, 1932.

Present: Mrs. Northam, Mrs. Reynolds, Miss McIntire, Mr. Bach, Mr. Bailey, Mr. Blair, Mr. Dill, Mr. McMorris, and Mr. Walsh.

Absent: Mr. Bradley and Mr. Still.

All of the presidents of the colleges were present.

The minutes of the previous meeting were presented by the Secretary and upon motion were approved.

The regular order being the reports of the presidents, a motion was made that all action on these reports should be deferred until the executive session of the Board. Mr. Blair opposed the motion on the ground that it would be difficult for the Board to act intelligently on these reports in the absence of the presidents. The motion carried, only one vote being recorded against it.

## ILLINOIS STATE NORMAL UNIVERSITY.

President Brown presented his report, which was received, placed on file, and is made a part of these minutes. The report was very detailed and specific in its explanations, but many questions were asked and a discussion followed involving the educational and economic status of the farm and the need of the extra night watchmen. On motion of Mr. Dill the president was requested to discontinue one of the extra night watchmen and to install punch clocks. The motion carried. A second motion made by Mr. Bach to request the president to discontinue the assistant farmer on the University farm was carried. The report follows:

Normal, Illinois,  
May 23, 1932.

To the Chairman and Members of the Normal School Board:

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

## I. STUDENTS.

## 1. Attendance.

I am giving you below a statement of the attendance for the spring quarter of 1931-1932.

	Men and boys.	Women and girls.	Total Spring quarter.	Total year ago.
a. College.				
Post Graduate.....	15	10	25	11
Seniors.....	56	83	139	112
Juniors.....	73	105	178	146
Sophomores.....	120	349	469	408
Freshmen.....	215	425	640	689
Unclassified.....	2	5	7	7
Mid-Spring.....	38	195	233	311
TOTAL COLLEGE STUDENTS ON CAMPUS.....	519	1,172	1,691	1,684
c. University High School.....	113	113	226	210
d. University Elementary School.....	201	145	346	364
e. Cooperating Elementary School (Illinois Soldiers and Sailors Children's School).....	372	270	642	577
Cooperating Rural Schools.....	75	69	144	158
TOTAL PUPILS, ELEMENTARY AND SECONDARY.....	761	597	1,358	1,309
GRAND TOTAL.....	1,280	1,769	3,049	2,993

2. I have presented on the foregoing page a statement of the attendance for the spring quarter. The summary of attendance for the entire year will be presented at the first meeting of the Board after the close of the year. At the next meeting after July 1, I shall be able to report the per capita cost for the year.

3. At the meeting of the Board on April 4, 1932, I presented a list of the probable graduates in the June class of 1932. I wish to add several names to that list at the present time. I am also presenting below a list of the probable graduates at the end of the first summer term and also the names of those who seem likely at the present time to complete their curricula at the end of the second summer term.

I recommend for graduation the following persons, whose names appear below, and I ask that the chairman and secretary of the Board be author-

ized to sign the diplomas for the persons named in the following lists with the understanding that if anyone on such lists as approved by the Board should fail to complete the work by the time set for presenting the diplomas, I shall inform the secretary of the Board of that fact.

The several lists follow:

(1) JUNIOR COLLEGE—TWO YEAR DIPLOMA.

June 9, 1932.

B—Lower Grades	1
C—Kindergarten-Primary	5
D—Music	1
E—Industrial Arts	1
GM—Physical Education, Men	1
H—Home Economics	1
K—High School	3
N—Country School	1
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Bockewitz, Gertrude Elizabeth	.....H	Harmon, Bertha Rosaline	.....N
Dennis, Margaret Louise	.....C	Lichtenwalter, Bessie Fern	.....K
Devine, Edward Francis	.....E	May, Verda Irene	.....K
Fisher, Jessie Lorene	.....C	Murphy, Eloise Viola	.....C
Fox, Vernon R.	.....D	Reinbolt, Robert Arthur	.....GM
Gamble, Dorothy Louise	.....C	Rose, Alice Estelle	.....K
Hall, Maryo Phoebe	.....C	Seifert, Emelene Freda	.....B

(2) SENIOR COLLEGE—DEGREE OF BACHELOR OF EDUCATION.

July 22, 1932.

C—Kindergarten-Primary	1
E—Industrial Arts	4
GM—Physical Education, Men	2
GW—Physical Education, Women	2
H—Home Economics	1
K—High School	26
L—Supervisors	2
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Barber, Robert Barton	.....K	Knuppel, Fred John	.....E
Boyd, Mary Edith	.....C	McElhiney, Maurice Salem	.....E
Butler, Ethel L.	.....K	Marker, Charles Albert	.....K
Carrithers, Lura Minnie Sota	.....L	Mason, William Ronald	.....K
Chase, Opal	.....H	Meyer, Hannah Christine	.....GW
Cluver, Esther Mae	.....K	Moore, Josephine Marie	.....K
Coons, Clarence Wilbur, Jr.	.....K	Nelson, Blanche Irene	.....K
Corrington, Rufus Kingsley	.....K	Petty, Gerald Vern	.....E
Dallman, Betty	.....GW	Putnam, Dale Wilson	.....K
Dooley, Ferne Aldine	.....K	Ragnes, Martha Theodora	.....L
Evans, Elizabeth Keys	.....K	Shannon, James Harold	.....K
Finley, Wilha VanPetten	.....K	Shiner, John Edward	.....GM
Gorman, Paul Goodwin	.....K	Smith, Cornelia Annette	.....K
Gray, Rolland Otis	.....E	Smith, Vivian Estella	.....K
Greer, Kenneth George	.....K	Snell, Robert Raymond	.....K
Hanes, Albert Lee	.....K	Striegel, Louis Eugene	.....GM
Henry, Russell Clyde	.....K	Vaninger, Martha Elise	.....K
Jessop, Fred Loor	.....K	Wallace, Ida Lizzie	.....K
Kemp, John Ayling	.....K	Wood, Libby Lemme	.....K

(3) JUNIOR COLLEGE—TWO YEAR DIPLOMA.

July 22, 1932.

A—Upper Grades and Junior High School	26
B—Lower Grades	27
C—Kindergarten Primary	12
F—Art and Design	2
GW—Physical Education, Women	4
H—Home Economics	6
J—Commerce	7
K—High School	21
L—Supervisors	1
N—Country School	6
KS—High School Science	1
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Abner, Wilma Revae	.....GW	Boatner, Ethel Estelle	.....B
Basso, Carmelita Evelyn	.....A	Briggs, Loveta Mildred	.....C
Bell, Elsie Venemore	.....A	Brown, Nellie Elizabeth	.....K
Blake, Ella Blanche	.....B	Burckhardt, Esther Florence	.....A
Bloomingtondale, Gladys Marie	.....A	Burritt, Elizabeth Reed	.....C

## (3) JUNIOR COLLEGE—TWO YEAR DIPLOMA—Concluded.

Busavage, Helen Valeria.....	A	Opalka, Florence Irene.....	K
Cary, Lucile Lelna.....	H	Palmer, Savilla Barbara.....	C
Cobb, Ethel Viola.....	C	Parkinson, Marion Lorena.....	C
Cronan, Gertrude Marie.....	J	Pilchard, Eliza Maree.....	A
Cunningham, Mildred Faye.....	H	Poland, Leslie Byron.....	KS
Dashner, Jessie Rebecca.....	A	Raber, Beulah Ione.....	B
Edwards, Lois Corinne.....	K	Rarick, Ruth Agnes.....	B
Fiscus, Glen.....	K	Rasmussen, Astrid Bergetta.....	J
Flammini, Lena Anne.....	B	Reinhard, William Arthur.....	A
Forsythe, Frances Helene.....	C	Rice, Beulah LaVonne.....	K
Froelich, Theresa Marie.....	N	Rice, Eva May.....	A
Gifford, Elizabeth Kern.....	L	Roberts, Ardene Evelyn.....	N
Grant, Vernon Steve.....	J	Rockendorf, Esther Sophia.....	B
Greenawalt, Jessie Mae.....	B	Rogers, Gladys Gertrude.....	B
Griffith, Myrtle.....	A	Rosan, Norton John.....	J
Hand, Luella Mae.....	H	St. John, Seth Talbot.....	K
Harper, Zeita Dora.....	B	Schultz, Florence Ella.....	A
Hartwig, Joyce Dale.....	K	Sister M. Maurella Christie.....	B
Hасыnager, Darlene Irene.....	B	Sister M. Protase Corbitt.....	A
Heller, Faith Arvilla.....	F	Sister M. Victoria Harrington.....	B
Hixon, Harriett Evelyn.....	B	Sleight, Ruth Elizabeth.....	H
Hoskins, Marcia Dodge.....	GW	Smith, Dorris Elizabeth.....	B
Hubbell, Calvin Glenn.....	K	Smith, Verdie C.....	K
Jerew, Lucinda.....	J	Smolak, Louis Pavlovitch.....	F
Johnson, Doris Alberta.....	A	Snook, Dorothy Madeline.....	A
Jones, Evelyn Louise.....	B	Spitzer, Lola Belle.....	B
Jones, Mary Alice.....	K	Stanton, Virgil Perry.....	A
Kaiser, Luella Belle.....	C	States, Jean Eleanor.....	GW
Kauffman, Merle Maurer.....	K	Steinlicht, Margaret Henrietta.....	A
Keefe, Maryruth.....	K	Stevens, John Michael.....	K
King, Ida Belle.....	A	Stice, Edith Chumley.....	A
Kramer, Alice Gertrude.....	A	Stiltz, Sarah Emaline.....	A
Lackman, Virginia May.....	K	Swayne, Margaret Mae.....	B
Langston, Beulah Marie.....	B	Tegard, Dorothy Elizabeth.....	K
Lehman, Bernice Marie.....	N	Thomas, Loretta Dorothy.....	A
Lewis, Norma Grace.....	J	Thompson, Daisy Isabel.....	K
Little, Helen Gertrude.....	K	Tobnick, Dorothy Lorrain.....	A
McCarthy, Anne Margaret.....	B	Turney, Hazel Alverta.....	C
McConachie, Nancy Hazel.....	A	Twohey, Marguerite Ellen.....	B
Martin, Willis Jason.....	K	Viland, Inga Maye.....	N
Messer, Blanche.....	B	Walker, Ruby May.....	C
Meyer, Mabel Mildred.....	H	Ward, Lucille Hyril.....	B
Meyers, Lois Norene.....	B	Warner, Gladys Ruth.....	C
Michael, Mary Ellen.....	A	Warner, Helen Irene.....	N
Miller, Hazle Irene.....	A	Wendland, Norma Mary.....	K
Molohon, Cora Ramona.....	B	Westerman, Ralph Boneham.....	K
Morris, John Harrison.....	K	Wildman, Maybin Wandalene.....	N
Nees, Sara Lena.....	B	Wilkinson, Violetta May.....	C
Newbould, Enid Loraine.....	A	Wilson, Dorothy Jane.....	J
Noe, Rachel June.....	GW	Wilson, Madge Billings.....	C
O'Brien, Helen Marie.....	H	Zeitz, Mary Luella.....	B
Olive, Bessie Jane.....	B		

## (4) SENIOR COLLEGE—DEGREE OF BACHELOR OF EDUCATION.

August 31, 1932.

A—Upper Grades and Junior High School.....	2
E—Industrial Arts.....	2
F—Art and Design.....	2
GW—Physical Education, Women.....	1
H—Home Economics.....	3
K—High School.....	23
L—Supervisors.....	1
M—Principals and Superintendents.....	2
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Arends, Laura Elizabeth.....	K	Hill, Arthur Albert.....	K
Bloom, Marguerite Carrie.....	F	Huber, Mina Lenore.....	K
Bragonier, Ruth Elizabeth.....	H	Kinser, Lowell V.....	M
Branom, Audrey Eva.....	K	McBride, Alice Lavonia.....	K
Branom, Wayne Thurman.....	K	Molles, John.....	M
Clark, Nancy Annis.....	L	Nelson, Wayne Ernest.....	K
Coffey, Daniel Edmund.....	K	Nitzel, Cleda Catherine.....	K
Cooper, Myrtle Jane.....	A	Obourn, Glen Harold.....	K
Cox, Grace Belden.....	K	Plummer, DeWitt Shorter.....	GW
Downey, Percy Pearl.....	K	Raymond, Glenn Elwood.....	K
Durden, Dorothy Ethel.....	H	Rhymer, Bernice I.....	K
Garber, Oliva Lee.....	K	Ripley, Helen Ester.....	H
Glynn, Will Edward.....	K	Rohe, Paul Russell.....	K



(4) SENIOR COLLEGE—DEGREE OF BACHELOR OF EDUCATION—  
Concluded.

Scholl, Charlotte Marie.....K	Trummel, Albert Wesley.....E
Schwarz, Rudolph William.....E	Ullom, Robert William.....K
Sehmann, Henry R.....K	Utt, Ina Mae.....A
Sister, M. Remberta Ford.....F	Wilson, Alice Mayre.....K
Talbert, Albert Lyman.....K	Wilson, Alvy M.....K

## (5) JUNIOR COLLEGE—TWO YEAR DIPLOMA.

August 31, 1932.

A—Upper Grades and Junior High School.....	15
B—Lower Grades .....	15
C—Kindergarten-Primary .....	2
E—Industrial Arts .....	3
F—Art and Design.....	1
GM—Physical Education, Men .....	1
GW—Physical Education, Women.....	1
H—Home Economics .....	1
J—Commerce .....	6
K—High School .....	23
L—Supervisors .....	1
M—Principals and Superintendents.....	1
N—Country School .....	2

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Baker, Maude .....	A	Holmes, Edna Ruby.....	B
Barber, Alice Lucille.....	B	Huber, Mary Alline.....	A
Beaty, Una Rowena.....	H	Jones, Dorothy Maye.....	J
Bidner, Ruby Olive.....	A	Kahlke, Ethel Marie.....	B
Bright, Ruth Emily.....	N	Kauffman, Bertha Joyce.....	B
Brown, Lillian Virginia.....	K	Kissinger, Evelyn June.....	B
Burke, Frances Eileen.....	K	Kramer, Eunice Evelyn.....	A
Byers, Earl .....	K	Krupp, Gertrude Kay.....	J
Chestnut, Martha Ann.....	L	Lamb, Jennie .....	K
Chick, Caroline Etta.....	K	Larkin, Julia Elizabeth.....	A
Clark, Garnet Maxine.....	A	Lingle, Dorcas Josephine.....	A
Conner, Thelma Baker.....	K	McDaniel, Florence Pearl.....	J
Crawford, Katharine .....	B	May, Virginia .....	K
Crouse, Mildred Viola.....	K	Mitchell, Reba Claire.....	J
Dalton, Opal Gwen.....	K	Moore, Coen .....	GM
Dean, Catherine Murtaugh.....	K	Neptun, Annchen Hattie.....	C
DeBow, John Wells.....	E	Nohren, Pauline Evangeline.....	J
Dowland, Edna Frances.....	C	NuDelman, Dora Lutz.....	K
Emons, Ralph William.....	K	Perks, Paul .....	K
Fanselow, Emma Wilma.....	A	Phillipo, Grace Mae.....	A
Farber, Raymond Lawrence.....	K	Plym, Amy Elizabeth.....	K
Farrell, Marian Edna.....	B	Rachow, Tipmer .....	M
Ferguson, Virginia Alberta.....	A	Roth, Howard James.....	K
Franklin, Meyer Mayor.....	F	Schubbach, Clara Bertha.....	B
Frazier, Sarah Evelyn.....	N	Schwab, Eva Virginia.....	K
Fuller, Ruth Mae.....	K	Shea, Margaret Helen.....	K
Goff, Walter Earl.....	E	Sister M. Editha Martin.....	B
Goostree, Treva Mildred.....	B	Sister M. Justin Nevins.....	A
Gray, Zora Marie.....	B	Sister M. Claudia Walsh.....	A
Green, Naomi Sarah.....	K	Skadden, Mary Anne.....	GW
Greene, John Hardin.....	K	Skinner, Edith Idelle.....	K
Griffin, Virgil Gale.....	E	Treichel, Emma .....	J
Grossweiler, Delia .....	B	Tyler, Eloise Ellen.....	A
Hammer, Nina Gertrude.....	A	Tyler, Lucille Josephine.....	A
Harmon, Ethel Marie.....	K	Vannatta, Fern Bartelle.....	B
Holliday, Lucille Roberta.....	B	Walker, Luella Augusta.....	B

## II. FACULTY.

## 1a. Resignations.

a. Assistant Professor A. J. Hollowell, chemistry, resigned during the spring term. Mr. V. R. Hardy was employed for the remainder of the term at a salary of \$50 a week. Professor Hollowell was receiving a salary of \$2340. I recommend that Dr. R. U. Gooding, instructor, who has served during the past year as substitute for Professor H. W. Adams, be appointed for this position at a salary of \$2295, which is the amount that Dr. Gooding is now receiving.

b. Miss A. Marguerite Field, instructor in physical education, has submitted her resignation to take effect at the end of the current summer quarter. Her salary is \$2115. I recommend that I be authorized to appoint a successor to Miss Field at a salary of \$1800 for 36 weeks.

c. Miss Lucina M. Keane, instructor in art, has resigned. Her salary is now \$1800. I recommend that I be authorized to appoint a successor to Miss Keane at a salary of \$1700 for 36 weeks.

d. The Houghton School, which has been used as an affiliated rural school for several years, will not continue in that relationship next year. This releases Mr. D. F. Fristoe and Mrs. Lois A. Fristoe. I recommend that their resignations be accepted and that approval be granted to use the equivalent of their present salaries in securing affiliated relations with other rural schools and that I be authorized to appoint teachers in not to exceed two schools or rooms in newly affiliated schools; the total amount of subsidy to be granted shall not exceed \$900. If it is possible to make suitable arrangements at smaller salaries, that will be done. If it is possible to do without two additional rooms next year, that will also be done.

e. Miss Ebba E. Hammarlund, assistant librarian, has resigned, to take effect at the end of the summer quarter. Her salary is now \$1800. I recommend that her resignation be accepted and that I be authorized to appoint a successor at a salary not to exceed \$1700.

f. On account of the absence of Professor H. W. Adams on half salary for study during the current year, Dr. R. U. Gooding was appointed instructor in chemistry for the year. That position will now disappear. Elsewhere I am recommending Dr. Gooding to be continued in place of another member of the faculty who has resigned.

g. On account of the absence of Professor C. L. Cross on half salary for study, Dr. John R. Patty was employed as instructor in physics. That position will terminate at the end of the current year and Dr. Patty will be released, although his work has been entirely satisfactory.

#### 1b. Leaves of Absence for Study.

I recommend the following leaves of absence without salary for the school year 1932-1933 and salaries for substitutes as follows:

a. Assistant Professor Marion C. Allen desires leave of absence to carry on graduate study. Her salary is now \$2250. I recommend that the request be granted and that I be authorized to appoint a substitute at a salary of \$1800 for 36 weeks.

b. Assistant Professor Dorothy Hinman desires leave of absence for graduate study and I recommend that it be granted. Her salary is now \$2205. I should like to employ in that position Miss Cleo B. McKown who has been serving as instructor during the past two years as substitute for Miss Grace E. Vinson, who has been away doing graduate study. Miss McKown has been receiving a salary of \$2070. I recommend that she be continued during the coming year at the same salary for 36 weeks.

c. Assistant Professor Jennie A. Whitten who has been away on leave of absence for study during the current year desires to continue her study during the coming year. I recommend that she be granted leave of absence for 1932-1933, without salary.

d. Miss Edna I. Kelley, assistant librarian, who has been serving for half-time during the past year in order that she may carry on study toward her degree, here, desires to continue the same arrangement for next year and I recommend that she be allowed to do so.

2. I recommend herewith the following positions and the following persons as the faculty of the Illinois State Normal University for the regular college year of thirty-six weeks beginning in September 1932. I shall make various oral explanations concerning this list when I present my report and I shall give considerable information in the form of notes following this list.

#### FACULTY (Salaries and Wages).

TEACHERS COLLEGE FACULTY (36 WEEKS):		Salary 1931 - 1932.	Salary 1932 - 1933.
H. H. Schroeder.....	Dean and Professor.....	\$4,500.00	\$4,500.00
H. W. Adams.....	Professor.....	1,500.00	3,510.00
W. A. L. Beyer.....	Professor.....	3,690.00	3,690.00
R. G. Buzzard.....	Professor.....	3,690.00	3,690.00
J. Rose Colby.....	Professor (Emerita).....	2,400.00	2,400.00
M. J. Holmes.....	Professor.....	3,600.00	3,600.00
C. N. Mills.....	Professor.....	3,510.00	3,510.00
A. C. Newell.....	Professor.....	3,510.00	3,510.00

## FACULTY (Salaries and Wages)—(Continued).

TEACHERS COLLEGE FACULTY (36 WEEKS):		Salary 1931-1932.	Salary 1932-1933.
G. M. Palmer	Professor	\$3,420.00	\$3,420.00
H. A. Peterson	Professor	3,420.00	3,420.00
Ruberta N. Smith	Professor	3,600.00	3,600.00
E. A. Turner	Professor	4,230.00	4,230.00
O. Lillian Barton	Dean of Women and Associate Professor	2,880.00	2,880.00
G. H. Brinegar	Associate Professor	3,240.00	3,240.00
C. L. Cross	Associate Professor	1,485.00	2,970.00
C. E. Decker	Associate Professor	3,285.00	3,285.00
L. W. Hacker	Associate Professor (E. L. Cole, 1931-1932)	3,060.00	3,060.00
H. J. Hancock	Associate Professor	3,285.00	3,285.00
C. A. Harper	Associate Professor	3,195.00	3,195.00
C. E. Horton	Associate Professor	3,105.00	3,105.00
C. W. Hudelson	Associate Professor	3,150.00	3,150.00
J. A. Kinneman	Associate Professor	3,060.00	3,060.00
E. M. R. Lamkey	Associate Professor	3,195.00	3,195.00
R. H. Linkins	Dean of Men and Associate Professor	3,510.00	3,510.00
C. F. Malmberg	Associate Professor	2,970.00	2,970.00
Clarence Orr	Associate Professor	2,880.00	2,880.00
Rose E. Parker	Associate Professor	3,105.00	3,105.00
Laura H. Prier	Associate Professor	2,745.00	2,745.00
Jessie E. Rambo	Associate Professor	2,880.00	2,880.00
Agnes F. Rice	Associate Professor	2,745.00	2,745.00
F. S. Sorrenson	Associate Professor	3,285.00	3,285.00
F. W. Westhoff	Associate Professor	3,375.00	3,375.00
A. R. Williams	Associate Professor	3,510.00	3,510.00
H. F. Admire	Assistant Professor	2,340.00	2,340.00
Marion C. Allen	Assistant Professor	2,250.00	1,800.00
Edith I. Atkin	Assistant Professor	2,790.00	2,790.00
Margaret M. Barto	Assistant Professor	2,610.00	2,610.00
Harriett J. Berninger	Assistant Professor	2,205.00	2,205.00
Anna M. Blake	Assistant Professor (Lela A. Ewers, 1931-1932)	1,980.00	2,340.00
Blaine Boicourt	Assistant Professor	2,340.00	2,340.00
R. G. Browne	Assistant Professor	2,610.00	2,610.00
Dorothy G. Brunk	Assistant Professor	2,430.00	2,430.00
Mary E. Buell	Assistant Professor	2,430.00	2,430.00
Katherine E. Carver	Assistant Professor	2,160.00	2,160.00
E. W. Cavins	Assistant Professor	2,430.00	2,430.00
J. T. Cogdal	Assistant Professor	2,430.00	2,430.00
Annetta B. Cooper	Assistant Professor	2,160.00	2,160.00
Rachel M. Cooper	Assistant Professor and Physician	2,790.00	2,790.00
Mabel P. Crompton	Assistant Professor	2,250.00	2,250.00
A. W. Drago	Assistant Professor	2,610.00	2,610.00
Margery A. Ellis	Assistant Professor	2,205.00	2,205.00
Elnor B. Flagg	Assistant Professor	2,205.00	2,205.00
K. S. Fletcher	Assistant Professor	2,610.00	2,610.00
R. W. Fogler	Assistant Professor	2,520.00	2,520.00
J. E. Fraley	Assistant Professor	2,340.00	2,340.00
Edna M. Gueffroy	Assistant Professor	2,205.00	2,205.00
C. M. Hammerlund	Assistant Professor	2,610.00	2,610.00
Cleo B. McKown	Assistant Professor (Dorothy Hinman, 1931-1932)	2,205.00	2,070.00
T. J. Lancaster	Assistant Professor	2,790.00	2,790.00
C. W. Moore	Assistant Professor	2,700.00	2,700.00
Gerda Okerlund	Assistant Professor	2,295.00	2,295.00
Josephine Ross	Assistant Professor	2,340.00	2,340.00
Bertha M. Royce	Assistant Professor	2,430.00	2,430.00
L. S. Smith	Assistant Professor	2,430.00	2,430.00
Florence Tilton	Assistant Professor	2,790.00	2,790.00
Grace E. Vinson	Ass't Professor (Cleo B. McKown, 1931-1932)	2,070.00	2,250.00
Jennie A. Whitten	Assistant Professor	1,500.00	.....
Mabel C. Allen	Instructor	1,935.00	1,935.00
Gladys L. Bartle	Instructor	2,025.00	2,025.00
Juanita A. Brown	Instructor	1,845.00	1,845.00
M. Regina Connell	Instructor	2,250.00	2,250.00
Alta J. Day	Instructor	2,025.00	2,025.00
Clara E. Ela	Instructor (Emerita)	1,200.00	1,200.00
A. Marguerite Field	Instructor	2,115.00	1,800.00
Bernice G. Frey	Instructor	1,800.00	1,800.00
H. E. Frye	Instructor	1,800.00	1,800.00
Ruth O. Gerard	Instructor	1,800.00	1,800.00
R. U. Gooding	Instructor (A. J. Hollowell, 1931-1932)	2,340.00	2,295.00
R. U. Gooding	Instructor	2,295.00	.....
E. L. Hill	Instructor	1,600.00	1,600.00
Hester M. Hood	Instructor and Secretary of Appointment Bureau	2,400.00	2,400.00
	Instructor	.....	1,800.00
(Position of Hazel J. Colby transferred from the Training School)			
Lucina M. Keane	Instructor	1,800.00	1,700.00
Emma Lakin	Instructor	1,845.00	1,845.00
Neva McDavitt	Instructor	2,115.00	2,115.00
Thelma Nelson	Instructor	1,800.00	1,800.00
J. R. Patty	Instructor	2,295.00	.....
Margaret K. Peters	Instructor	1,935.00	1,935.00
Grace R. Shea	Instructor and Nurse	900.00	1,800.00

## FACULTY (Salaries and Wages)—(Continued).

		Salary 1931-1932.	Salary 1932-1933.
<b>TEACHERS COLLEGE FACULTY (36 WEEKS):</b>			
Marion A. Taylor.....	Instructor.....	\$1,800.00	\$1,800.00
Florence E. Teager.....	Instructor.....	2,295.00	2,295.00
	Instructor (German).....		1,800.00
F. D. Barber.....	Assistant.....	800.00	800.00
<b>TRAINING SCHOOL FACULTY (36 WEEKS):</b>			
F. S. Salisbury.....	Professor and Dean of the Training Schools....	4,500.00	4,500.00
R. W. Pringle.....	Professor and Principal.....	3,780.00	3,780.00
T. M. Barger.....	Assistant Professor.....	2,430.00	2,430.00
Alma M. Hamilton.....	Assistant Professor.....	2,340.00	2,340.00
Blanche McAvoy.....	Assistant Professor.....	2,430.00	2,430.00
Ethel G. Stephens.....	Assistant Professor.....	2,340.00	2,340.00
Jane Church.....	Instructor.....	2,430.00	2,430.00
T. J. Douglass.....	Instructor.....	2,160.00	2,160.00
Ruth Stroud.....	Instructor.....	1,980.00	1,980.00
Mary D. Webb.....	Instructor.....	2,070.00	2,070.00
C. E. Harpster.....	Instructor and Principal.....	2,295.00	2,295.00
Erma F. Imboden.....	Assistant Professor.....	2,340.00	2,340.00
Margaret E. Lee.....	Assistant Professor (Emerita).....	2,610.00	1,200.00
(Successor to Margaret E. Lee).....	Instructor.....		2,400.00
Christine A. Thoene.....	Assistant Professor.....	2,340.00	2,340.00
Rose M. Burgess.....	Instructor.....	2,115.00	2,115.00
Hazel J. Colby.....	Instructor.....	1,980.00	
Lora M. Dexheimer.....	Instructor.....	2,160.00	2,160.00
Jessie M. Dillon.....	Instructor.....	2,160.00	2,160.00
Lura M. Eyestone.....	Instructor.....	2,160.00	2,160.00
Annie W. Hayden.....	Instructor.....	2,205.00	2,205.00
Janet K. Smith.....	Instructor.....	2,070.00	2,070.00
*Flavia T. Barenscheer.....	Instructor.....	1,800.00	1,800.00
*Marjorie J. Walker.....	Instructor.....	1,800.00	1,800.00

\*Assigned to the Illinois Soldiers and Sailors Children's School.

<b>COOPERATING RURAL SCHOOLS (36 WEEKS):</b>			
Nancy A. Clark.....	Instructor.....	540.00	540.00
D. F. Fristoe.....	Instructor.....	540.00	540.00
Lois A. Fristoe.....	Assistant.....	360.00	360.00
Bessie L. Hibarger.....	Instructor.....	900.00	900.00
<b>STAFF OF LIBRARIANS (36 WEEKS):</b>			
Eleanor W. Welch.....	Assistant Professor and Head Librarian.....	3,015.00	3,015.00
Ebba E. Hammarlund.....	Assistant Librarian.....	1,800.00	1,700.00
Edna I. Kelley.....	Assistant Librarian.....	600.00	600.00
Gertrude A. Plotnicky.....	Assistant Librarian.....	1,890.00	1,890.00
Genevieve A. Pohle.....	Cataloger.....	1,250.00	1,250.00

Total for Faculty from Regular Appropriation for Salaries and Wages..... \$296,480.00 \$296,790.00

## FACULTY (Paid by Welfare Department)

<b>COOPERATING ELEMENTARY SCHOOL, ILLINOIS SOLDIERS AND SAILORS CHILDREN'S SCHOOL (36 WEEKS):</b>			
May Goodwin.....	Instructor and Principal.....	\$2,340.00	\$2,340.00
Grace F. Anderson.....	Instructor.....	1,800.00	1,800.00
Winnifred Bally.....	Instructor.....	1,800.00	1,800.00
Veda H. Bolt.....	Instructor.....	1,980.00	1,980.00
Dorothy A. Brosi.....	Instructor.....	1,350.00	1,350.00
Mable A. Pumphrey.....	Instructor.....	1,800.00	1,800.00
Josephine Shea.....	Instructor.....	1,890.00	1,890.00
Helen L. Spafford.....	Instructor.....	1,800.00	1,800.00
Doris L. Stickle.....	Instructor.....	1,350.00	1,350.00
Grace L. Tucker.....	Instructor.....	1,800.00	1,800.00
Hazel T. Wright.....	Instructor.....	1,800.00	1,800.00
A. O. Doty.....	Assistant.....	1,800.00	1,800.00
Clara Kepner.....	Assistant.....	1,350.00	1,350.00
F. J. Knuppel.....	Assistant.....	1,710.00	1,710.00
Edith Mapes.....	Assistant.....	1,440.00	1,440.00
Alta M. Morris.....	Assistant.....	1,350.00	1,350.00
Mildred G. O'Malia.....	Assistant.....	1,350.00	1,350.00
Pauline Powell.....	Assistant.....	1,440.00	1,440.00
Letta M. Schwartz.....	Assistant.....	1,620.00	1,620.00
Dorothy S. Stillman.....	Assistant.....	1,710.00	1,710.00

Total for Faculty paid by Welfare Department..... \$33,480.00 \$33,480.00

## 3. Notes Concerning Faculty Salaries.

In the foregoing salary lists no individual is given an increase in salary. Salaries in some positions, however, are different from last year and it is the purpose in the following notes to explain each such change in salary.

a. Professor H. W. Adams is away on leave of absence for study for the current year at a salary of \$1500. Next year he will resume his regular salary of \$3510. Dr. R. U. Gooding, his substitute for this year, has received \$2295.

b. Professor C. L. Cross is away this year for study receiving a salary of \$1485. Next year he will receive his regular salary of \$2970. Dr. John R. Patty, his substitute this year, has received \$2295.

c. Professor L. W. Hacker is absent for study this year without salary. He will return next fall to his regular position. Dr. Edward L. Cole has filled the position during the past year, at a salary of \$3060 which was the same salary which Professor Hacker was receiving.

d. Assistant Professor Anna M. Blake is absent this year for study, but will return to her regular position in the summer session at her regular salary of \$2340. Dr. Lela A. Ewers has filled the position this year, receiving \$1980.

e. Assistant Professor Grace E. Vinson has been absent for graduate study during the past two years and returns at the beginning of summer school to her regular position at her former salary of \$2250.

f. Assistant Professor Jennie A. Whitten has been away on leave of absence for study during the last year, receiving a salary of \$1500. She desires leave of absence for next year without salary for graduate study.

g. An instructor in German at a salary of \$1800 is added to the faculty list in accordance with a recent approval of the Board.

h. Miss Grace R. Shea, instructor and nurse, has been on half salary during the present year and will resume full time work next fall with full salary.

i. In the kindergarten there have been two critic teachers for a good many years, each one of whom has taught part time in the college. I should like to change this plan, assigning one person (Miss Margaret E. Lee's successor) to full time work as critic teacher in the kindergarten and assigning the other kindergarten teacher at a salary of \$1800 to full time work as instructor in the college. This leaves the staff the same in point of number, but reassigns the work. Therefore, one position is discontinued in the training school and one instructorship is added in the teachers college faculty.

j. Assistant Professor Margaret E. Lee has been granted emeritus status for next year and will receive a salary of \$1200. I recommend a salary of \$2400 for her successor.

k. The names of Miss Flavia T. Barendscheer and Miss Marjorie J. Walker appear in the faculty list. They were employed by authority of the Board during the current school year and assigned to positions as critic teachers at the Illinois Soldiers and Sailors Children's School. The plan is to continue them in their present positions.

### III. OTHER SCHOOL EMPLOYEES.

1. I have no resignations to report at the present time.
2. I recommend the following Other School Employees, paid partly out of the appropriation for Salaries and Wages and partly from the Revolving Fund, as indicated.

#### OTHER SCHOOL EMPLOYEES (Salaries and Wages).

EXECUTIVE AND CLERICAL STAFF (12 MONTHS):		
H. A. Brown.....	President.....	\$7,500.00 \$7,500.00
R. D. Marsh.....	Business Manager.....	3,600.00 3,600.00
Flora P. Dodge.....	President's Secretary.....	2,040.00 2,040.00
Elsie J. Brenneman.....	Registrar.....	3,000.00 3,000.00
Ferne A. Melrose.....	Recorder.....	1,650.00 1,650.00
Ruth E. Voorhees.....	Audit Clerk.....	1,320.00 1,320.00
Jennie A. Johnson.....	Financial Secretary.....	1,980.00 1,980.00
Dorothy W. King.....	Stenographer.....	1,200.00 1,200.00
Lottie V. Boundy.....	Secretary to Dean.....	960.00 960.00
Lorene M. Meeker.....	Training School Secretary.....	1,080.00 1,080.00
Glen H. Obourn.....	Assistant to Dean of Men.....	540.00 540.00
Edna B. Sluder.....	Secretary to Dean of Women.....	1,500.00 1,500.00
Louise K. Stretch.....	Registrar's Secretary.....	1,080.00 1,080.00
Hazel Voorhees.....	Mimeograph Operator.....	960.00 960.00
Ferne A. Roseman.....	Telephone Operator.....	600.00 600.00

Total for Other School Employees from Regular Appropriation for Salaries and Wages \$29,010.00 \$29,010.00

## OTHER SCHOOL EMPLOYEES (Revolving Fund).

SERVICE AND DOMESTIC EMPLOYEES (12 MONTHS):			
H. C. Mead.....	Chief Engineer.....	\$2,040.00	\$2,040.00
W. A. Rice.....	Head Janitor.....	1,920.00	1,920.00
C. J. Rein.....	Caretaker of Grounds.....	2,280.00	2,280.00
Ruth Henline.....	Manager Textbook Library.....	1,800.00	1,800.00
Anna Akin.....	Domestic.....	880.00	880.00
Mamie Barclay.....	Janitress.....	888.00	888.00
C. O. Bayles.....	Janitor.....	1,380.00	1,380.00
Nellie Bodinger.....	Janitress.....	888.00	888.00
Lulu Byers.....	Domestic.....	516.00	516.00
A. O. Calhoun.....	Janitor.....	1,380.00	1,380.00
Inez Coomer.....	Domestic.....	468.00	468.00
James Cruse.....	Fireman.....	1,380.00	1,380.00
Emilie Downy.....	Domestic.....	600.00	600.00
Melissa Francis.....	Domestic.....	888.00	888.00
Frances Grimes.....	Cook.....	1,080.00	1,080.00
Carter Harris.....	Janitor.....	1,380.00	1,380.00
J. D. Havens.....	Fireman.....	1,380.00	1,380.00
Charles Hill.....	Fireman.....	1,380.00	1,380.00
Beulah Howell.....	Domestic.....	516.00	516.00
Geno Keltner.....	Domestic.....	720.00	720.00
W. A. Kiper.....	Night Watchman.....	1,320.00	1,320.00
J. D. Lawrence.....	Janitor.....	1,380.00	1,380.00
C. A. Mercier.....	Head Farmer.....	1,680.00	1,680.00
Henry Miller.....	Laborer.....	1,380.00	1,380.00
John Jontz.....	Farm Laborer.....	1,020.00	1,020.00
J. A. Moore.....	Janitor.....	1,380.00	1,380.00
Albert Ramseyer.....	Laborer.....	1,200.00	1,200.00
G. W. Rowley.....	Janitor.....	1,380.00	1,380.00
Emmet Thompson.....	Janitor.....	1,380.00	1,380.00
Elzy Upperman.....	Janitor.....	1,380.00	1,380.00
Elizabeth Wardell.....	Domestic.....	468.00	468.00
Elmer Zook.....	Janitor.....	1,380.00	1,380.00
Florence Patterson.....	Domestic.....	444.00	444.00
Total for Service and Domestic Employees from the Revolving Fund.....		\$39,556.00	\$39,556.00
SPECIAL POSITIONS (PAID AS INDICATED):			
T. J. Lowe.....	Carpenter (Paid from appropriation for repairs).....	\$1,500.00	\$1,500.00
D. L. Hibarger.....	(\$75 a month for nine months for transportation of students; paid from appropriation for travel).....	675.00	675.00
Total for Special Positions Paid as Indicated.....		\$2,175.00	\$2,175.00
TRANSIENT, TEMPORARY AND MISCELLANEOUS HELP (REVOLVING FUND):			
Anna F. Staker, Doctor's Assistant (Paid at rate of \$80 a month for actual time).....		\$960.00	\$960.00
O. E. Dunn, Laborer (Transient labor at 40-45 cts. an hour).....		1,200.00	1,200.00
Ben Nelson, Laborer (Transient labor at 40-45 cts. an hour).....		1,200.00	1,200.00
Elmer Ummell, Laborer (Transient labor at 40-45 cts. an hour).....		1,200.00	1,200.00
Maude Rose, Pianist in Gymnasium.....		900.00	600.00
Marvin Kiper, Laborer (Paid at rate of 35 cts. an hour for actual time).....		500.00	.....
S. W. Mead, Laborer (Paid at rate of 35 cts. an hour for actual time).....		500.00	.....
Lucille Heim, Temporary Stenographer (Paid at rate of 30 cts. an hour for actual time).....		240.00	240.00
Wilma Willard, Temporary Stenographer (Paid at rate of 30 cts. an hour for actual time).....		240.00	240.00
Hazel Brenneman, Assistant to Registrar (Paid at rate of 40 cts. an hour for actual time).....		150.00	150.00
Transient Labor.....		500.00	500.00
Student Labor.....		7,000.00	7,000.00
Total for Transient, Temporary and Miscellaneous Help Paid from the Revolving Fund.....		\$14,590.00	\$13,290.00

All of the above amounts are estimated. They are based upon this year's expenditures. Everything in this list represents transient, temporary and miscellaneous help which it has been customary to employ here for a good many years and it seems necessary to continue all of it.

It may be that O. E. Dunn, Ben Nelson and Elmer Ummell will be transferred to the regular civil service list. They are employed in the summer on the grounds, mowing lawns, attending to shrubbery and doing similar work. In the winter they spend the greater part of their time hauling coal. It is necessary to have a pianist in the women's gymnasium. The doctor's assistant is a necessary position. Marvin Kiper and S. W. Mead have been employed as janitors while two of the regular men have been employed as night watchmen. They will probably not be continued after July 1. During the rush of the placement season it is necessary to have two temporary stenographers in the placement office for a short time. The assistant to the registrar is employed during the summer session when the work of

transcribing records is very heavy. The amounts for other transient labor and student labor are about the amounts which have been necessary here in the past.

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.

In the planning of expenditures in recent months and in projected plans for next year, an attempt has been made to introduce the most rigid economies consistent with the conduct of the institution on an effective basis. For a good many years the per capita costs here have been very low and, I think, are now the lowest among the five teachers colleges. Salaries of faculty here are altogether too low. Under such conditions it is not possible to make as sweeping a reduction as might otherwise be effected, without seriously impairing the effectiveness of the institution.

The plans for next year contemplate no construction or major remodeling; and repairs and upkeep have been reduced to the lowest possible figure. Only such laboratory equipment and library additions as will be absolutely necessary will be provided. No leaves of absence on part salary are recommended, although this plan has great merit and is a valuable factor in encouraging the faculty to proceed with advanced studies. Traveling expenses of faculty to meetings of different kinds which they have been accustomed to attend will be materially reduced. No salary increases are recommended, although there are some exceedingly deserving cases which merit substantial advancement in rank and salary.

The spirit of the faculty is excellent and everybody is determined to cooperate in keeping expenditures at the lowest possible figure, consistent with good work. Everybody is willing to practice the most rigid economy and to do without many things which are very desirable in the interests of strict economy.

X. SUMMARY.

Action of the Board is requested on the following matters, all of which are discussed and explained in the foregoing pages:

1. Approval of the list of probable graduates as presented in the report, subject to the conditions as specified in the recommendation.
2. Acceptance of the resignation of Assistant Professor A. J. Hollowell.
3. Acceptance of the resignation of Miss A. Marguerite Field.
4. Acceptance of the resignation of Miss Lucina M. Keane.
5. Acceptance of the resignation of Miss Ebba E. Hammarlund.
6. Authorization of the establishment of affiliated relations for practice teaching purposes with not to exceed two rooms in rural schools in McLean County at an expense of not more than \$900.
7. Approval of the temporary appointment of Mr. V. R. Hardy, for a portion of the spring quarter as successor to Assistant Professor A. J. Hollowell.
8. Appointment of Dr. R. U. Gooding as instructor in chemistry in place of Assistant Professor A. J. Hollowell at a salary of \$2295 for 36 weeks.
9. Approval of leave of absence without salary for 1932-1933 (September to June) for Assistant Professor Marion C. Allen for advanced study.
10. Approval of leave of absence without salary for advanced study for Assistant Professor Dorothy Hinman during the school year 1932-1933 (September to June).

11. Approval of leave of absence without salary for advanced study for Assistant Professor Jennie A. Whitten during the school year of 1932-1933 (September to June).

12. Authorization of the appointment of a successor to Miss A. Marguerite Field at a salary of \$1800 for 36 weeks.

13. Authorization of the appointment of a successor to Miss Lucina M. Keane at a salary of \$1700 for 36 weeks.

14. Authorization of the appointment of a successor to Miss Ebba E. Hammarlund at a salary of not to exceed \$1700.

15. Approval of half-time service for Miss Edna I. Kelley, assistant librarian, at half salary for the school year 1932-1933 (September to June).

16. Authorization of the appointment of a substitute for Assistant Professor Marion C. Allen for the term of her leave of absence at a salary of \$1800 for 36 weeks.

17. Authorization of the appointment of Miss Cleo B. McKown as substitute for Assistant Professor Dorothy Hinman during the period of her leave at a salary of \$2070 for 36 weeks.

18. Approval of salary schedule for the faculty and other employees as recommended in the report.

Respectfully submitted,  
H. A. BROWN, *President*.



## EASTERN ILLINOIS STATE TEACHERS COLLEGE.

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

His report set forth his salary schedule for the coming year. A number of questions were asked and President Lord re-stated the need of maintaining our educational standards for the preparation of a better teaching force. His report follows:

Charleston, Illinois,  
May 23, 1932.

*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. No report.
- II. FACULTY.  
Salary schedules for the year 1932-1933 follow.
- III. OTHER SCHOOL EMPLOYEES.  
Salary schedules for the year July 1, 1932-July 1, 1933 follow.
- 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.

### TEACHERS SALARY SCHEDULE FOR 36 WEEKS, SCHOOL YEAR 1932-1933.

Payable from the Appropriation for Salaries and Wages.

1. Ellen A. Ford	Professor	Latin	\$4,500.00
2. Edson H. Taylor	Professor	Mathematics	4,500.00
3. Simeon E. Thomas	Professor	Social Science	3,700.00
4. Isabel McKinney	Professor	English	3,600.00
5. Lawrence F. Ashley	Professor	Manual Arts	3,600.00
6. Fiske Allen	Professor	Director, Training School	3,600.00
7. Howard DeF. Widger	Professor	English	3,600.00
8. Annie L. Weller	Professor	Geography	3,500.00
9. Ernest L. Stover	Professor	Botany	3,500.00
10. Ora L. Railsback	Associate Professor	Physical Science	3,400.00
11. Friederich Koch	Associate Professor	Music	3,300.00
12. Albert B. Crowe	Associate Professor	Chemistry	3,300.00
13. Charles S. Spooner	Associate Professor	Zoology	3,200.00
14. Emma Reinhardt	Associate Professor	Education	3,200.00
15. Emily R. Orcutt	Associate Professor	English (H. S. Prin.)	3,150.00
16. Charles P. Lantz	Associate Professor	Physical Education	3,100.00
17. Ruth E. Major	Associate Professor	Music	3,000.00
18. Carl Colvin	Associate Professor	Education	3,000.00
19. Walter W. Cook	Associate Professor	Education	2,970.00
20. Edith E. Ragan	Associate Professor	English	2,880.00
21. Gilberta Coffman	Associate Professor	Training Teacher, Sixth Grade	2,880.00
22. Grace Geddes	Associate Professor	Training Teacher, Second Grade	2,880.00
23. Anna H. Morse	Associate Professor	Training Teacher, First Grade	2,880.00
24. Charles H. Coleman	Associate Professor	Social Science	2,800.00
25. Franklyn L. Andrews	Associate Professor	English	2,800.00
26. Mary J. Booth	Associate Professor	Librarian	2,800.00

TEACHERS SALARY SCHEDULE FOR 36 WEEKS, SCHOOL YEAR 1932-1933  
—Concluded.

27. Glenn H. Seymour.....	Associate Professor.....	Social Science.....	2,800.00
28. Grace E. Messer.....	Assistant Professor.....	Fine and Applied Arts.....	2,700.00
29. Ruby M. Harris.....	Assistant Professor.....	Geography.....	2,700.00
30. Anabel Johnson.....	Instructor.....	French and German.....	2,600.00
31. Lena B. Ellington.....	Instructor.....	Social Science.....	2,600.00
32. Leah I. Stevens.....	Instructor.....	Training Teacher, Seventh Grade.....	2,600.00
33. Edith P. Levake.....	Instructor.....	Training Teacher, Eighth Grade.....	2,600.00
34. Ruth Carman.....	Instructor.....	Latin.....	2,600.00
35. Harold M. Cavins.....	Instructor.....	Agriculture.....	2,600.00
36. Gertrude Hendrix.....	Instructor.....	Mathematics.....	2,600.00
37. Orra E. Neal.....	Instructor.....	English.....	2,500.00
38. Florence G. McAfee.....	Instructor.....	Physical Education.....	2,500.00
39. Elizabeth Howell.....	Instructor.....	Training Teacher, History.....	2,500.00
40. Irene K. Braun.....	Instructor.....	Home Economics.....	2,400.00
41. Walter M. Scruggs.....	Instructor.....	Biology.....	2,400.00
42. Eugene M. Waffle.....	Instructor.....	English.....	2,300.00
43. Robert Shiley.....	Instructor.....	English.....	2,300.00
44. Eva P. Mittle.....	Instructor.....	Home Economics.....	2,200.00
45. Aileen E. Collins.....	Instructor.....	English.....	2,115.00
46. Russell H. Landis.....	Instructor.....	Manual Arts.....	2,100.00
47. Myrtle Arnold.....	Instructor.....	Training Teacher, Fourth Grade.....	2,100.00
48. Quincy G. Burris.....	Instructor.....	English.....	2,100.00
49. Ethel I. Hanson.....	Instructor.....	Music.....	2,000.00
50. Dorothy H. Moore.....	Instructor.....	Fine and Applied Arts.....	2,000.00
51. Harry R. Jackson.....	Instructor.....	Manual Arts.....	2,000.00
52. Beth M. Kassabam.....	Instructor.....	Penmanship.....	1,900.00
53. Hiram Thut.....	Instructor.....	Botany.....	1,900.00
54. Richard W. Weckel.....	Instructor.....	Music.....	1,800.00
55. Anne Chase.....	Instructor.....	Physical Education.....	1,800.00
56. Elizabeth Michael.....	Instructor.....	French.....	1,800.00
57. M. H. Sogolo.....	Instructor.....	Physical Education.....	1,700.00
58. Winifred Beatty.....	Instructor.....	English.....	1,700.00
59. Alice McKinney.....	Instructor.....	Fine and Applied Arts.....	1,500.00
60. Ica Marks.....	Instructor.....	Botany.....	1,500.00
61. Ruth H. Mooers.....	Instructor.....	Fine and Applied Arts.....	1,500.00
62.....	Instructor.....	Child's Librarian.....	1,500.00
63. Esther Duggleby.....	Instructor.....	Assistant Librarian.....	1,600.00
64. Hazel I. Hicks.....	Instructor.....	Assistant Librarian.....	1,200.00
65. Tinsie M. Welsh.....	Instructor, half time.....	Training Teacher, Fifth Grade.....	1,000.00
Total.....			\$167,955.00

TEACHERS SALARY SCHEDULE FOR 36 WEEKS, SCHOOL YEAR 1932-1933.

Payable from The Normal School Revolving Fund.

1. Hobart F. Heller.....	Instructor.....	Mathematics.....	\$2,500.00
2. Ruth Hostetler.....	Instructor.....	Mathematics.....	2,400.00
3. Rose Zeller.....	Instructor.....	Geography.....	2,400.00
4. Kevin Guinagh.....	Instructor.....	History, English, Latin.....	2,400.00
5. Harris E. Phipps.....	Instructor.....	Physical Science.....	2,300.00
6.....	Instructor.....	Training Teacher, Third Grade.....	2,000.00
Total.....			\$14,000.00
Physicians and Nurses for Physical Examinations.....			700.00
Total.....			\$14,700.00

REGULAR SALARY SCHEDULE FOR 12 MONTHS, JULY 1, 1932 TO  
JULY 1, 1933.

Payable from the Appropriation for Salaries and Wages.

1. L. C. Lord.....	President.....	\$7,500.00
2. Ruth B. Dunn.....	Secretary and Business Manager.....	3,000.00
3. Blanche C. Thomas.....	Registrar.....	2,900.00
4. Lola A. Eberly.....	Stenographer.....	1,500.00
5. Clara E. Willson.....	Stenographer.....	1,320.00
6. Anita M. Rohr.....	Stenographer.....	1,200.00
7. Frank Adams.....	Janitor.....	1,200.00
8. Charles N. Baird.....	Laborer.....	1,200.00
9. Edson Clodfelter.....	Engineer.....	2,400.00
10. John O. Harlan.....	Laborer.....	1,200.00
11. Rilla J. Lanman.....	Laborer, 10 months only.....	1,000.00
12. William N. McFaddon.....	Laborer.....	1,200.00
13. Ben Meyer.....	Laborer.....	1,320.00
14. J. Elmer Neal.....	Janitor.....	1,200.00
15. Walter H. Nehrling.....	Superintendent of Grounds.....	2,100.00

REGULAR SALARY SCHEDULE FOR 12 MONTHS, JULY 1, 1932 TO  
JULY 1, 1933—Concluded.

16. Osear N. Rains.....	Laborer.....	\$1,200.00
17. Granvil Shafer.....	Head Janitor.....	2,000.00
18. Levi Stirewalt.....	Fireman.....	1,320.00
19. Mary E. Thompson.....	Nurse, 11 months only.....	1,200.00
20. Newton Walker.....	Janitor.....	1,200.00
21. Harry L. White.....	Laborer.....	1,350.00
22. Frank J. Wood.....	Laborer.....	1,350.00
Total.....		\$39,860.00

SUMMARY, 1932-1933.

Payable from appropriation for Salaries and Wages		
Regular 12 months payroll.....	\$39,860.00	
Increase allowed.....	120.00	
		\$39,980.00
Teachers 36 weeks payroll.....	\$167,955.00	
Increases allowed.....	810.00	
		\$168,765.00
July portion first half summer quarter, 1932.....	\$12,132.45	
Second half summer quarter, 1932.....	9,446.64	
June portion first half summer quarter, 1933.....	12,150.91	
Student help.....	1,300.00	
Total payable from appropriation for Salaries and Wages.....		\$243,655.00
Teachers 36 weeks payroll from the N. S. Revolving Fund.....	14,000.00	
Increases allowed.....	180.00	
Total.....		\$257,955.00
Student help payable from the N. S. Revolving Fund.....	2,500.00	
		\$260,455.00
Physicians and Nurses.....	700.00	
Total.....		\$261,155.00

The following is a list of the replacements in the faculty:

	Salary 1932 - 1933.		Salary 1931 - 1932.
Carl Colvin.....	\$3,000.00	For Frank A. Beu.....	\$3,200.00
Quincy G. Burris.....	2,100.00	For Laura J. Parker.....	2,700.00
Harry R. Jackson.....	2,000.00	For Wayne P. Hughes.....	2,500.00
Hiram Thut.....	1,900.00	For Patsy L. Stover.....	2,100.00
Tinsie M. Welsh.....	1,000.00	For Carrie Woodford.....	2,100.00
	2,000.00	For Florence E. Gardiner.....	2,880.00
Position dropped.....		For C. H. Sievers.....	2,000.00
\$12,000.00		\$17,480.00	

The following new positions are added for next year:

Ica Marks, Instructor in Botany.....	\$1,500.00
Mr. Angus, Physical Education for Men.....	1,700.00
Harriet Love, Librarian for Children's Library, not to exceed.....	1,500.00
\$4,700.00	

By the dropping of one member of the faculty and filling vacancies at less salaries we save \$5,480. The salaries of the three added members is \$4,700, net saving of \$780.

In the first year of this biennium, this year, we were careful to save on salaries in view of greater possible needs in the second year of the biennium. This saving has amounted to more than \$2100. I wish to recommend the increment of \$90 a year to be paid to the following persons, the amount being \$1110, about one half of what we saved during this year:

Charles H. Coleman  
Franklyn L. Andrews  
Glenn H. Seymour  
Lena B. Ellington  
Harold M. Cavins  
Eugene M. Waffle

Eva P. Mintle  
Anne Chase  
Kevin Guinagh  
Winifred Beattie  
Harris E. Phipps  
Anita Rohr, stenographer, \$120

This will leave a saving for the biennium of \$9,500.

I wish to recommend the substitution of Helen Fern Daringer for Edith E. Ragan for the second half summer quarter, 1932.

DORMITORY SALARY SCHEDULE, PEMBERTON HALL, 1932-1933.  
September-July, inclusive.

Payable from the Normal School Revolving Fund.

Name.	Position.	Monthly Salary.	Service.
1. ....	Head of Hall.....	\$.....	11 months
2. Mary E. Baker.....	Domestic.....	35.00	11 months
3. Inez Brown.....	Domestic.....	35.00	11 months
4. Margaret Brown.....	Assistant cook.....	50.00	11 months
5. Nannie Day.....	Domestic.....	35.00	11 months
6. Edna Livingston.....	Domestic.....	35.00	11 months
7. Mary E. Lundy.....	Domestic.....	50.00	11 months
8. Gertrude C. Phipps.....	Domestic.....	35.00	11 months
9. John Livingston.....	Fireman.....	120.00	12 months
10. Charles McKee.....	Laborer.....	100.00	12 months
Student help.....	.....	1,000.00	12 months

TEXTBOOK LIBRARY AND SCHOOL STORE SALARY SCHEDULE  
FOR SCHOOL YEAR 1932-1933.

Payable from The Normal School Revolving Fund.

Student help estimated at.....\$1,200.00 for the year

X. SUMMARY.

Approval of the Board is requested on the following:

1. Approval of salary schedules for the year 1932-1933.
2. Approval of increases in salaries for the year 1932-1933 as recommended.
3. Approval of the substitution of Helen Fern Daringer for Edith E. Ragan for the second half summer quarter, 1932.

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

## SOUTHERN ILLINOIS STATE NORMAL UNIVERSITY.

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

He called attention to the changes in the list recommended for graduation. He also presented the faculty list and salary schedule for the coming year.

He spoke in a very impressive way about the difficulties that a president of a school encounters in building up a faculty of proper academic attainment, teaching force, and cooperative spirit. He held that there was a subtle thing, the spirit of the faculty which must always be taken into consideration. He hoped the Board would consider carefully the taking of any action that might in any way tend to destroy that spirit which it had taken years to build up. His report follows:

Carbondale, Illinois,  
May 23, 1932.

*To the Chairman and Members of the Normal School Board:*

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

## FOREWORD.

In every recommendation I have ever made to the Board in the matter of compensation, I have been mindful of the fact that the Code states specifically that the Board shall fix all salaries; and I have no disposition to arrogate to myself the right to tell the Board what to do about anything, but I do understand that it is my business to advise and recommend. I know the Board is facing a difficult and disagreeable task and I have no desire to make matters more disagreeable by clamoring for impossibilities. I am submitting my annual report as I think it should be under present conditions; and I want to utter one final word in the interest of the faculty. A long time ago, I learned the inadequacy and futility of exhortation, and if I were in the presence of the Board, I should as usual feel abashed and timid, and perhaps remain silent, but here in my office, despite a sense of futility, I am going to make bold to make one more plea. As a boy I read a powerful novel written by Charles Reade; the theme of the romance was, "Put Yourself in the Other Man's Place". As a result of all the talk about economy you will first of all put yourself in the place of the tax payer: but I want you, too, to put yourself in the place of the children, the boys and girls, and the young men and young women, who are in the elementary schools, high schools, colleges and universities, preparing themselves for the strenuous tasks awaiting them beyond the school. I want to ask you to put yourself in the place of the fathers and mothers of these young people. I want to ask you to put yourself in the place of the faculty members. When we assemble next fall, 16 of our faculty members will have spent seven years beyond high school in preparation for teaching, and 61 others have spent five or six years in preparation. Some of us got into the profession inadequately equipped and deserve less consideration; but whether poorly or splendidly equipped, we are giving our very best. Each of us when he entered the teaching profession realized that the great financial rewards that may come to the editor, the lawyer, the doctor, or the business man, could never come to any one of us. I have never permitted myself to indulge in any sentimental vaporings as to the sacredness of the teacher's calling, but I do want to protest against having the teacher leveled with those whose duties are largely mechanical. If you will put yourself in the other man's place, I believe the conviction will grow upon you that the future of America is in the hands of the teacher, and that the character of his work, his responsibility, his devotion, put him in a large measure in a class to himself.

## 3. Graduates.

I recommend the following persons for graduation:

BACHELOR OF EDUCATION DEGREE.	
June	71
July	35
August	47
Total	153
TWO-YEAR COURSE.	
June	76
July	48
August	28
Total	152

and ask that the chairman and secretary of the Board be authorized to sign the diplomas for the persons named in the list with the understanding that if any one on such list as approved by the Board should fail to complete the work by the time set for presenting the diplomas, I shall inform the secretary of the Board of that fact.

## BACHELOR OF EDUCATION DEGREE.

Name.	June 3, 1932.	Town.	County.
Arnold, Clarence Scott	Physics, Mathematics	Carbondale	Jackson
Bailey, Harold S.	History, Political Science	Carbondale	Jackson
Barker, James Arland	Chemistry, Zoology	Broughton	Hamilton
Bauman, Aileen M.	English, History	Farina	Fayette
Berry, Ruth	History, English	Carbondale	Jackson
Bigham, Evelyn	History, Geography	Pinckneyville	Perry
Bishop, Paul Lemman	Zoology, History	Raleigh	Saline
Boyd, Eugenia Clinton	History, English	Wickliffe, Kentucky	Ballard
Britton, Walter Lee	History, English	Ewing	Franklin
Brooks, Ethel	English, History	Carbondale	Jackson
Brown, Bon O.	History, English	Carbondale	Jackson
Calhoon, William Joseph	History, Geography	Carbondale	Jackson
Canada, Harry L.	History, Physical Education	Marion	Williamson
Carson, Clara E.	History, French	Herrin	Williamson
Carter, Nita Virgene	English, Latin	Shawneetown	Gallatin
Chapman, John E.	History, Commerce	Carbondale	Jackson
Coleman, Elva	Geography, Art	Carbondale	Jackson
Colombo, Mary Rose	English, Commerce	Herrin	Williamson
Cox, R. Mildred	English, History	West Frankfort	Franklin
Crisp, Helen M.	Mathematics, Political Science	Marion	Williamson
Davis, W. Earnest	Chemistry, Physics	Murphysboro	Jackson
Eckert, Eugene C.	History, Industrial Arts	Herrin	Williamson
Edwards, Reta	English, History	Norris City	White
Fierke, Scheuring S.	Chemistry, Mathematics	Carbondale	Jackson
Goings, Victor R.	Mathematics, Physics	Carbondale	Jackson
Gordon, Jennevieue	Art, History	Creal Springs	Williamson
Greenlee, Julian	History, Physics	McLeansboro	Hamilton
Greer, Howard E.	History, Political Science	Norris City	White
Haile, Oval Leeman	Mathematics, Physics	Eldorado	Saline
Hallagan, Bess	History, Geography	Carbondale	Jackson
Halter, Selina	English, Geography	Carbondale	Jackson
Hankla, Georga Margaret	Latin, English	Jonesboro	Union
Harris, Elizabeth	French, History	Carbondale	Jackson
Hartline, Velma Ruth	English, History	Anna	Union
Heberer, Clarence G.	English, Mathematics	Lenzburg	St. Clair
Hodge, Clarence L.	History, Political Science	Carbondale	Jackson
Holland, Carlos W.	Mathematics, Physics	Omaha	Gallatin
Howe, William A.	Zoology, Botany	Woodlawn	Jefferson
Kirchoefer, Clarence G.	Geography, History	Nashville	Washington
Krysher, Elizabeth	English, Art	Carbondale	Jackson
Lauder, James A. Jr.	History, Physical Education	Cartersville	Williamson
Lenee, Marie Griese	English, History	Carbondale	Jackson
Lutz, Harry	Geography, History	Carbondale	Jackson
McIntyre, Hilda	French, English	West Frankfort	Franklin
Mills, Rosemary	English, History	Marion	Williamson
Monical, Forest Verle	Chemistry, History	Kimnudy	Marion
Murray, Priscilla A.	History, English	New Burnside	Johnson
Myers, Edward Henry	History, Political Science	Granite City	Madison
Newman, Elizabeth	History, Art	Carbondale	Jackson
Nighswander, Ruth Virginia	English, History	Shattuc	Clinton
Oliver, Ruby Marie	History, English	Iuka	Marion
Patterson, Alice	History, English	Carbondale	Jackson
Petersen, Pauline Elizabeth	English, History	Carbondale	Jackson

## BACHELOR OF EDUCATION DEGREE—(Continued).

June 3, 1932.

Name.		Town.	County.
Prosser, Phyllis	English, Commerce	Carbondale	Jackson
Quillman, Harley F.	Physics, History	DuQuoin	Perry
Ragsdale, Genevieve W.	History, English	Elkville	Jackson
Raney, Frances Jane	Chemistry, Physics	Hoisington, Kansas	
Robison, William Leroy	French, Latin	Carbondale	Jackson
Ross, Audre Mae	English, History	Sparta	Randolph
Schaeffer, Martin H.	History, Geography	Hoyleton	Washington
Schrade, Walter J.	Chemistry, Mathematics	Benton	Franklin
Shenk, Viola	History, Political Science	Carbondale	Jackson
Sprague, Victor	Zoology, Chemistry	Carbondale	Jackson
Stevenson, Clarence Andrew	History, English	Carbondale	Jackson
Trefts, Ralph V.	History, English	Pinckneyville	Perry
Walden, Opal Marie	English, French	Harrisburg	Saline
Watson, Richard E.	Mathematics, Physics	Cartersville	Williamson
Williams, Guy	History, Political Science	Karbers Ridge	Pope
Willis, Walter Waldo	Mathematics, Physics	Brookport	Massac
Wolf, Homer Roland	History, English	Tamaroa	Perry
Yates, Mary	English, Geography	Carbondale	Jackson

July 15, 1932.

Barker, Leo	History, English	Murphysboro	Jackson
Brown, Leo Jerome	Chemistry, Zoology	Carbondale	Jackson
Campbell, Marie	English, History	Tamms	Alexander
Clemens, John O.	History, Geography	Bluford	Jefferson
Coleman, Amos D.	Chemistry, Physics	Carbondale	Jackson
Courtright, Cecil Evans	Mathematics, Geography	Fairfield	Wayne
Crawshaw, Margaret McAfee	English, French	Marissa	St. Clair
Davis, Mabel Dellum	English, History	Carbondale	Jackson
Deason, Ernest W.	Physics, Mathematics	Carbondale	Jackson
Etherton, Helen	History, Geography	Carbondale	Jackson
Ferrell, Kate	History, English	Cartersville	Williamson
Ferrill, Jewell	Art, Music	Carbondale	Jackson
Finley, Elmer	History, English	Marion	Williamson
Garrison, Walter L.	Mathematics, History	Dawson	Sangamon
Graham, Alice	Mathematics, English	Marissa	Washington
Harris, Louise	English, History	Carbondale	Jackson
Henry, Virgil	History, English	Sumner	Lawrence
Hiller, Kenneth W.	History, Geography	Pinckneyville	Perry
Hoskins, Catherine	English, History	Norris City	White
Lamont, Joseph R.	Zoology, Chemistry	West Frankfort	Franklin
Loomis, Mary K.	Zoology, English	Anna	Union
Loudon, Francis	Physics, Industrial Arts	Carbondale	Jackson
Lovellette, Norman	History, English	Harrisburg	Saline
Lyrlay, Linnet Trainer	English, History	Grand Tower	Jackson
Mallory, Lois V.	English, History	Sesser	Franklin
March, Elmer C.	Chemistry, Physical Education	Carrollton	Greene
Miller, Robert Leslie	Physics, Mathematics	Herrin	Williamson
Morgan, Hannah Millicent	English, Music	Johnston City	Williamson
Ritchey, William Jennings	History, Geography	Cypress	Johnson
Sanders, Wilford A.	Geography, English	Wayne City	Wayne
Stiritz, Eugene E.	Mathematics, Physical Education	Murphysboro	Jackson
Taylor, Helene	English, Geography	Creal Springs	Williamson
Walker, Bernice	English, French	Centralia	Marion
Warren, Fount	History, Geography	Carbondale	Jackson
West, Margaret Mae	English, History	Odin	Marion

August 26, 1932.

Allen, James F.	Mathematics, Industrial Arts	Carbondale	Jackson
Bailey, Lowell F.	Botany, Zoology	Carbondale	Jackson
Barrow, Ethan	History, Geography	Campbell Hill	Jackson
Chapman, Fred H.	History, English	Tamaroa	Perry
Coulter, Claudine	Geography, History	Oakdale	Washington
Coulter, Lucile	English, Art	Oakdale	Washington
Dillow, Konrad C.	Latin, History	Jonesboro	Union
Dixon, Warner Brooks	History, Music	Murphysboro	Jackson
Dollins, James	Physics, Mathematics	Benton	Franklin
Duncan, Frieda Louise	French, Music	Carbondale	Jackson
Fitch, John Russell	Chemistry, Physics	Cisne	Wayne
Foley, Dan	French, Commerce	Carbondale	Jackson
Foley, Ralph M.	History, Geography	East St. Louis	St. Clair
Glenn, Frank J.	History, Geography	Carbondale	Jackson
Glenn, May G.	English, History	Oakdale	Washington
Gower, William Carl	Zoology, Music	Carbondale	Jackson
Grose, Imogene	English, History	West Frankfort	Franklin
Hall, Kenneth G.	History, Political Science	Harrisburg	Saline
Hanson, Earl Thomas	French, Mathematics	Carbondale	Jackson
Harris, Pauline Beatrice	English, Music	Carbondale	Jackson
Hoffner, Raymond	Zoology, History	Carbondale	Jackson
Johnson, James Burriss	Physics, History	Centralia	Marion
Knight, John L.	Mathematics, History	McLeansboro	Hamilton

## BACHELOR OF EDUCATION DEGREE—(Continued).

August 26, 1932.

Name.		Town.	County.
Marlin, Opal.....	English, History.....	Herald.....	White
Martin, Morris Glenn.....	History, Geography.....	Fairfield.....	Wayne
McMath, Kenneth.....	Geography, History.....	Centralia.....	Marion
Meredith, Ruby G.....	History, English.....	Odin.....	Marion
Mitchell, Kathleene C.....	Zoology, Botany.....	Carrier Mills.....	Saline
Morris, Glenn.....	English, Art.....	Creal Springs.....	Williamson
Moss, J. Raymond.....	History, Geography.....	Christopher.....	Franklin
Mulkey, Austin.....	English, History.....	Freeburg.....	St. Clair
Mundell, Herbert.....	History, Geography.....	Benton.....	Franklin
Murphy, Mary Margaret.....	Mathematics, Physics.....	Mt. Vernon.....	Jefferson
Neely, Aileen.....	English, History.....	Carbondale.....	Jackson
Patrick, Clarice E.....	Mathematics, English.....	DuQuoin.....	Perry
Perry, Wayne L.....	Physics, History.....	Vergennes.....	Jackson
Reiman, Helen Lucille.....	Geography, Physical Education.....	Carbondale.....	Jackson
Ross, Claude T.....	History, Geography.....	Carbondale.....	Jackson
Snead, Ruth.....	English, History.....	Nashville.....	Washington
Snider, Ray S.....	Zoology, Chemistry.....	Elkville.....	Jackson
Storment, James Wham.....	Chemistry, Mathematics.....	Saline.....	Marion
Stroup, Archie.....	Physics, Mathematics.....	Carbondale.....	Jackson
Teel, Harley R.....	History, Political Science.....	Mulkeytown.....	Franklin
Varvil, Sibyl Bernice.....	Physics, Mathematics.....	Harrisburg.....	Saline
Waisath, Mary Ann.....	Commerce, English.....	Pineknayville.....	Perry
Wintersteen, Marjory B.....	Art, History.....	Carbondale.....	Jackson
Wright, Carl B.....	Geography, History.....	Carbondale.....	Jackson

## TWO-YEAR COURSE.

June 3, 1932.

Name.		Town.	County.
Abshier, Carolyn Payne.....		Belleville.....	St. Clair
Allen, Gladys.....		Ashley.....	Washington
Allen, Ruth.....		McLeansboro.....	Hamilton
Anderson, Doris E.....		Herrin.....	Williamson
Anderson, Mary.....		Herrin.....	Williamson
Andrews, John C.....		Anna.....	Union
Armistead, Marie Gibbs.....		Harrisburg.....	Saline
Bales, Oneida Joyce.....		Springfield.....	Sangamon
Barstis, Mary.....		West Frankfort.....	Franklin
Boone, Winnifred G.....		Elkville.....	Jackson
Briesacher, Leta.....		Belleville.....	St. Clair
Brown, Loraine.....		Metropolis.....	Massac
Brown, Myrtle J.....		Granite City.....	Madison
Butler, Louisa Eustotia.....		Harrisburg.....	Saline
Calhoun, Fondle.....		Carbondale.....	Jackson
Calhoun, Rose Ella.....		Murphysboro.....	Jackson
Chamness, Darlie.....		Elkville.....	Jackson
Corzine, Mary E.....		Anna.....	Union
Curtis, Willie Emma.....		East St. Louis.....	St. Clair
Dunn, Edna.....		Metropolis.....	Massac
Ertelt, Melba Marie.....		New Athens.....	St. Clair
Farthing, Susan L.....		Odin.....	Marion
Fricke, Arthur Henry.....		Chester.....	Randolph
Garnett, Harry Venoy.....		Harrisburg.....	Saline
Granau, Carolyn.....		New Athens.....	St. Clair
Gray, Howard.....		Vienna.....	Johnson
Gum, Elvin George.....		Tamalco.....	Bond
Gummersheimer, Marie.....		Belleville.....	St. Clair
Harbison, Georgia Montafae.....		Harrisburg.....	Saline
Hardin, Ruth Alene.....		Carbondale.....	Jackson
Hart, Ellen Irene.....		De Soto.....	Jackson
Hartley, Leora.....		West Frankfort.....	Franklin
Hatfield, Ruth Joy.....		Ridgway.....	Gallatin
Huffman, Helen.....		Grand Tower.....	Jackson
Jenkins, Beulah E.....		East St. Louis.....	St. Clair
Keller, Marjorie Louisa.....		Kimmunity.....	Marion
Kelley, Margaret Lucille.....		Crown Point, Indiana.....	
Kessel, Ethel Anna.....		Ava.....	Jackson
Koethe, Vera Ruth.....		Centralia.....	Marion
Kraper, Pearl L.....		Karnak.....	Massac
Lafoon, Bernice Maud.....		Miller City.....	Alexander
Loudon, Elnora Louise.....		Carbondale.....	Jackson
Loverkamp, Earl A.....		Metropolis.....	Massac
Lowery, Lora.....		McLeansboro.....	Hamilton
Martin, Dorothy Lenore.....		New Haven.....	White
Martin, Robert Burton.....		Carbondale.....	Jackson
Martin, Viola Evelyn.....		Carbondale.....	Jackson
McClerren, Anna Mae.....		Thompsonville.....	Franklin
Murray, Olive Estelle.....		East St. Louis.....	St. Clair
Newton, Hazel Mae.....		Carbondale.....	Jackson
Nichols, Edna.....		Marion.....	Williamson
O'Brien, Mary Frances.....		Metropolis.....	Massac



## TWO-YEAR COURSE—(Continued).

June 3, 1932.

Name.	Town.	County.
Penny, Emma Ophelia	Sparta	Randolph
Perkins, Grace Lillian	Carbondale	Jackson
Porter, George W.	Murphysboro	Jackson
Pressley, Virginia	Sparta	Randolph
Quillman, Edith Irene	Eldorado	Saline
Reed, James L.	Galatia	Saline
Reeves, Julia Catherine	Harco	Saline
Reps, Dellarose	Carterville	Williamson
Robinson, Essie Mae	West Frankfort	Franklin
Robinson, Iva Mae	Carbondale	Jackson
Rogers, Helen	Christopher	Franklin
Schaubert, Viva Inez	Shattuc	Clinton
Schifferdecker, Ruby	Freeburg	St. Clair
Smith, Ralph Paul	Burnt Prairie	White
Stefanoff, Dorothy Donna	Belleville	St. Clair
Stenzel, Gladys Edythe	East St. Louis	St. Clair
Stokes, Katheleen R.	Carbondale	Jackson
Stolle, Audre B. C.	Evansville	Randolph
Strothman, Elsie Helen	Belleville	St. Clair
Tabing, Fay	Coulterville	Randolph
Thane, Verneita	Metropolis	Massac
Whitman, Dorothy	East St. Louis	St. Clair
Wooton, Edith	Anna	Union
Young, Marjorie	Mt. Vernon	Jefferson

July 15, 1932.

Anderson, Clara	Marion	Williamson
Avis, Dorothy Vernon	Marion	Williamson
Bonner, Gertrude	Villa Ridge	Pulaski
Caldwell, Margaret	Carbondale	Jackson
Corgan, Hazel Marie	Tamaroa	Perry
Crandle, Clara Belle	Gorham	Jackson
Davis, Frank E.	Anna	Union
Dietz, Helen Agnes	De Soto	Jackson
Donham, Mary Evelyn	Ridgway	Gallatin
Downen, June	Omaha	Gallatin
Edgar, Juanita Lucille	Sparta	Randolph
Etherton, Ruby V.	Morton Grove	Cook
Fierce, Rosa I.	East St. Louis	St. Clair
French, Paul Verden	Wheeler	Jasper
Fults, Marie	Waterloo	Monroe
Gillmore, James	De Soto	Jackson
Graves, Trula Mae	Goreville	Johnson
Hamilton, Walter	Cave-in-Rock	Hardin
Hapeman, Elaine	Irvington	Jefferson
Hindman, Rufus	Gorham	Jackson
Harris, Philip B.	Marion	Williamson
Hoffman, S. Belva	Dongola	Union
Holland, Margaret	Royalton	Franklin
Hooker, Ottilie	McLeansboro	Hamilton
Hopkins, Oakley Avery	Villa Ridge	Pulaski
Jobusch, Jeannette Louis	Waterloo	Monroe
Keller, Mary Esther	Carbondale	Jackson
Lipe, Marjorie Faye	Carbondale	Jackson
Mangis, Helen Louise	Equality	Gallatin
May, Edra Vermilia	Joppa	Massac
McCain, Nora Ellen	Ezra	Franklin
McCollum, Esther	West Frankfort	Franklin
McKelvey, Doris E.	Centralia	Marion
McLean, Elizabeth Irene	Carbondale	Jackson
Miles, Courtney H.	Carbondale	Jackson
Mills, Marie	Omaha	Gallatin
Munsell, Marjorie	McLeansboro	Hamilton
Niksch, Edwin	McLeansboro	Hamilton
Plotts, Pauline M.	Carlyle	Clinton
Rehms, Clara	Venice	Madison
Robinson, Nadine	Harrisburg	Saline
Romack, Lester L.	Rose Hill	Jasper
Shook, Virginia R.	Murphysboro	Jackson
Spore, Lela Geneva	Metropolis	Massac
Steinbrink, Ruth I.	Centralia	Clinton
Tanner, Esther Mae	Brookport	Massac
Waller, Delbert A.	Broughton	Hamilton
Wayman, Helen I.	Murphysboro	Jackson

August 26, 1932.

Abercrombie, Mary Ann	Tamms	Alexander
Bayley, Wm. Gaines	Norris City	White
Casperson, Inez	Belleville	St. Clair
Chitty, Arthur	Marion	Williamson

## TWO-YEAR COURSE—(Continued).

August 26, 1932.

Name.	Town.	County.
Clark, Daisy	Benton	Franklin
Dohanich, John	Colp	Williamson
Doolin, Esther Mae	Hurst	Williamson
Durkes, Amy Lill	Belleville	St. Clair
Elliott, Tillie	Murphysboro	Jackson
Fulenwider, Juanita	Jonesboro	Union
Gambill, Fay	West Frankfort	Franklin
Greer, Chester Laverne	Carbondale	Jackson
Grubb, Jennie	Streator	Livingston
Hagler, Alma Genevieve	Carbondale	Jackson
Hails, Dorothy Elizabeth	Centralia	Marion
Hands, Thelma R.	Granite City	Madison
Looney, Darethey Eva	Granite City	Madison
Lovelace, Woodrow	Herrin	Williamson
McCall, Luella	Carbondale	Jackson
McKibben, Marian R.	East St. Louis	St. Clair
Morrison, Pauline	Marion	Williamson
Otrich, Don	Dongola	Union
Purthill, Johanna Moore	DuQuoin	Perry
Romanus, Charlotte Henrietta	Decatur	Macon
Stoaf, Blanche A.	Centralia	Marion
Taggart, Ruth Elizabeth	Hurst	Williamson
Trout, Ethel M.	Carbondale	Jackson
Zebos, Blanche Ida	Dupo	St. Clair

## II. and III. FACULTY AND OTHER SCHOOL EMPLOYEES.

## ANNUAL PAYROLL.

			Salary 1931 - 1932.	Proposed Salary 1932 - 1933.
<b>AGRICULTURE:</b>				
R. E. Muckelroy	Full Professor	36 weeks	\$3,800.00	\$3,800.00
<b>ART:</b>				
Gladys P. Williams	Assistant Professor	36 weeks	2,400.00	2,400.00
Lu D. Roach	Assistant Professor	36 weeks	2,400.00	2,400.00
<b>BOTANY:</b>				
Wm. M. Bailey	Full Professor	36 weeks	3,700.00	3,700.00
Martha Scott	Assistant Professor	36 weeks	2,400.00	2,400.00
Mary Goddard	Instructor	36 weeks		1,800.00
<b>CHEMISTRY:</b>				
J. W. Neckers	Full Professor	36 weeks	3,400.00	3,400.00
G. M. Browne	Associate Professor	To be retired	3,500.00	2,400.00
T. W. Abbott	Associate Professor	36 weeks	3,300.00	3,300.00
K. A. Van Lente	Associate Professor	36 weeks	3,000.00	3,000.00
R. A. Scott	Assistant Professor	36 weeks	2,800.00	*2,900.00
<b>COMMERCIAL:</b>				
T. L. Bryant	Assistant Professor	36 weeks	2,900.00	2,900.00
Edw. V. Miles	Assistant Professor	36 weeks	2,900.00	2,900.00
Susie Ogden	Instructor	36 weeks	2,000.00	2,000.00
<b>EDUCATION:</b>				
G. D. Wham	Full Professor	36 weeks	4,500.00	4,500.00
F. G. Warren	Associate Professor	36 weeks	3,400.00	3,400.00
W. A. Thalman	Associate Professor	36 weeks	3,100.00	3,100.00
T. Ragsdale	Assistant Professor	36 weeks	2,400.00	2,400.00
<b>ENGLISH:</b>				
Emma Bowyer	Full Professor	36 weeks	3,200.00	3,200.00
Frances Barbour	Associate Professor	36 weeks	2,500.00	2,500.00
Julia Jonah	Associate Professor	36 weeks	2,500.00	2,500.00
Thelma Kellogg	Associate Professor	36 weeks	3,100.00	3,100.00
Esther Power	Associate Professor	36 weeks	2,400.00	2,500.00
Elizabeth Cox	Assistant Professor (On leave of absence for one year without salary.)			
Mary Crawford	Assistant Professor	52 weeks	2,500.00	2,500.00
		36 weeks	2,500.00	2,400.00
Edith Krappe	Assistant Professor	36 weeks	2,200.00	2,200.00
Robert D. Faner	Assistant Professor	36 weeks	2,500.00	2,500.00
C. D. Tenney	Assistant Professor	36 weeks	3,000.00	3,000.00
<b>FOREIGN LANGUAGE:</b>				
Vera Peacock	Full Professor	36 weeks	3,100.00	3,100.00
J. M. Pierce	Associate Professor	36 weeks	3,200.00	3,200.00
Helen Baldwin	Associate Professor	36 weeks	2,500.00	2,500.00
Fuller Combs	Associate Professor	36 weeks	2,600.00	2,600.00
Madeleine Smith	Assistant Professor	36 weeks	2,100.00	2,100.00
<b>GEOGRAPHY:</b>				
F. H. Colyer	Full Professor	36 weeks	\$3,600.00	\$3,600.00
Marjorie M. Shank	Associate Professor and Registrar	52 weeks	3,600.00	3,600.00
F. W. Cox	Associate Professor	36 weeks	3,000.00	3,000.00
Anemarie Krause	Assistant Professor	36 weeks	2,200.00	2,200.00

## ANNUAL PAYROLL—(Continued).

			Salary 1931-1932.	Proposed Salary 1932-1933.
<b>HISTORY:</b>				
Richard Beyer.....	Full Professor.....	36 weeks.....	3,300.00	3,300.00
G. W. Smith.....	Associate Professor.....	36 weeks.....	4,000.00	4,000.00
E. G. Lentz.....	Associate Professor.....	36 weeks.....	3,100.00	*3,200.00
Clarence H. Cramer.....	Associate Professor.....	36 weeks.....	3,000.00	3,000.00
Sara Baker.....	Assistant Professor.....	36 weeks.....	2,200.00	2,200.00
Charles J. Pardee.....	Assistant Professor.....	36 weeks.....	2,400.00	2,400.00
Russell Nolen.....	Assistant Professor.....	36 weeks.....	2,300.00	*2,400.00
<b>HOUSEHOLD ARTS:</b>				
Lucy K. Woody.....	Associate Professor.....	36 weeks.....	2,500.00	2,500.00
Mary Louise Barnes.....	Assistant Professor.....	36 weeks.....	2,100.00	2,100.00
<b>INDUSTRIAL ARTS:</b>				
L. C. Petersen.....	Assistant Professor.....	36 weeks.....	3,300.00	3,300.00
<b>MATHEMATICS:</b>				
W. T. Felts.....	Full Professor.....	36 weeks.....	3,800.00	3,800.00
J. R. Purdy.....	Associate Professor.....	36 weeks.....	3,100.00	3,100.00
Alice Kelsey Wright.....	Assistant Professor.....	36 weeks.....	2,200.00	2,200.00
<b>MUSIC:</b>				
David McIntosh.....	Assistant Professor.....	36 weeks.....	2,500.00	2,500.00
Julia Chastane.....	Assistant Professor.....	36 weeks.....	2,000.00	2,000.00
Helen Matthes.....	Instructor.....	36 weeks.....	1,800.00	1,800.00
Wendell Margrave.....	Instructor.....	36 weeks.....	2,000.00	2,000.00
<b>PHYSICAL EDUCATION:</b>				
Wm. McAndrew.....	Associate Professor.....	36 weeks.....	3,100.00	3,100.00
Leland Lingle.....	Assistant Professor.....	36 weeks.....	2,400.00	2,400.00
Vincent DiGiovanna.....	Assistant Professor.....	36 weeks.....	2,500.00	2,500.00
Frances Etheridge.....	Assistant Professor.....	36 weeks.....	2,300.00	2,300.00
Dorothy Muzzey.....	Assistant Professor.....	36 weeks.....	2,000.00	2,000.00
Aileen Carpenter.....	Assistant Professor.....	36 weeks.....	2,200.00	2,200.00
<b>PHYSICS AND ASTRONOMY:</b>				
S. E. Boomer.....	Full Professor.....	36 weeks.....	3,800.00	3,800.00
O. B. Young.....	Associate Professor.....	36 weeks.....	3,100.00	3,100.00
Charlotte Zimmerschied.....	Assistant Professor.....	36 weeks.....	2,400.00	2,400.00
<b>PHYSIOLOGY AND HEALTH EDUCATION:</b>				
Delia Caldwell.....	Assistant Professor.....	36 weeks.....	2,600.00	2,600.00
Florence Denny.....	Instructor.....	36 weeks.....	1,800.00	1,800.00
<b>POLITICAL SCIENCE:</b>				
Willis Swartz.....	Full Professor.....	36 weeks.....	3,100.00	3,100.00
<b>ZOOLOGY:</b>				
Mary M. Steagall.....	Full Professor.....	36 weeks.....	3,300.00	3,300.00
Hilda Stein.....	Associate Professor.....	36 weeks.....	2,600.00	2,600.00
<b>PRACTICE TEACHING:</b>				
Bruce W. Merwin, Supervisor of Practice Teaching.....	Full Professor.....	36 weeks.....	3,100.00	3,100.00
Alberta Gibbons, H. S. Critic.....	Assistant Professor.....	36 weeks.....	2,100.00	2,100.00
C. C. Logan, H. S. Critic.....	Instructor.....	36 weeks.....	2,600.00	2,600.00
Henry Schroeder, H. S. Critic.....	Instructor.....	36 weeks.....	2,300.00	2,300.00
John Wright, H. S. Critic.....	Instructor.....	36 weeks.....	2,300.00	2,300.00
Florence Wells, H. S. Critic.....	Instructor.....	36 weeks.....	2,000.00	2,000.00
May S. Hawkins, H. S. Critic.....	Instructor.....	36 weeks.....	2,200.00	2,200.00
J. Cary Davis, H. S. Critic.....	Instructor.....	36 weeks.....	1,900.00	1,900.00
W. A. Furr, Supt. Brush Training School.....	Associate Professor.....	36 weeks.....	4,000.00	4,000.00
Dilla Hall, Prin. Junior H. S. Madge Troutt, Critic Jr. H. S. Lydia Ragsdale, Critic Jr. H.S. Florence King, Critic.....	Assistant Professor.....	36 weeks.....	2,500.00	2,500.00
Ruby Van Trump, Critic.....	Instructor.....	36 weeks.....	2,000.00	2,000.00
Lulu Clark, Critic.....	Instructor.....	36 weeks.....	2,200.00	2,200.00
Ruth Husband, Critic.....	Instructor.....	36 weeks.....	2,100.00	2,100.00
Mary Entsminger, Critic.....	Instructor.....	36 weeks.....	2,100.00	2,100.00
Ora Rogers, Critic.....	Instructor.....	36 weeks.....	2,000.00	2,000.00
W. G. Cisse, Supt. Brush Training School.....	Assistant Professor.....	36 weeks.....	\$3,200.00	\$3,200.00
Maude Mayhew, Critic.....	Instructor.....	36 weeks.....	950.00	950.00
Grace Wilhelm, Critic.....	Instructor.....	36 weeks.....	950.00	950.00
Mae Fox, Critic.....	Instructor.....	36 weeks.....	1,000.00	1,000.00
Verna Gent, Critic.....	Instructor.....	36 weeks.....	950.00	950.00
Tina Goodwin, Critic.....	Instructor.....	36 weeks.....	950.00	950.00
Dora Bevis, Critic.....	Instructor.....	36 weeks.....	950.00	950.00
Mabel Eads, Critic.....	Instructor.....	36 weeks.....	950.00	950.00
Jewell Trulove, Critic.....	Instructor.....	36 weeks.....	950.00	950.00

(All critic teacher appointments for Brush Practice School conditional.)

## ANNUAL PAYROLL—(Continued).

			Salary 1931-1932.	Proposed Salary 1932-1933.
<b>PRACTICE TEACHING:</b>				
W. O. Brown, Supt. Rural Training School.....	Assistant Professor.....	36 weeks.....	3,400.00	3,400.00
Troy Stearns, Critic.....	Instructor.....	36 weeks.....	1,912.50	*2,000.00
Emerson Hall, Critic.....	Instructor.....	36 weeks.....	1,912.50	*2,000.00
Gladys Smith, Critic.....	Instructor.....	36 weeks.....	2,000.00	2,000.00
George Bracewell, Critic.....	Instructor.....	36 weeks.....	2,000.00	2,000.00
<b>LIBRARY:</b>				
Fay Hart, Librarian.....	Assistant Professor.....	36 weeks.....	2,100.00	2,100.00
Opal Stone, Librarian.....	Instructor.....	36 weeks.....	1,700.00	1,700.00
Mrs. Fred Crane, Librarian..	Instructor.....	36 weeks.....	1,700.00	1,700.00
Katherine Fox, Librarian....	Instructor.....	36 weeks.....	1,700.00	1,700.00
H. W. Shryock, Ph. B.....	President.....	52 weeks.....		7,500.00
Kathryn Cavelia.....	Secretary to the President.....	52 weeks.....		1,200.00
Cora Norton.....	Assistant Registrar.....	52 weeks.....		1,400.00
Fred Fierke, Civil Service..	Engineer.....	52 weeks.....		1,800.00
Lee Sherretz, Civil Service..	Night Watchman.....	52 weeks.....		1,400.00
Frank Bowers, Civil Service	Fireman.....	52 weeks.....		1,400.00
Sam Stokes, Civil Service....	Fireman.....	52 weeks.....		1,400.00
Wm. Goddard, Civil Service..	Janitor.....	52 weeks.....		1,400.00
L. R. Coffey, Civil Service..	Janitor.....	52 weeks.....		1,200.00
W.H. Whittenburg, Civ. Serv.	Janitor.....	52 weeks.....		1,200.00
Ira Cox, Civil Service.....	Janitor.....	52 weeks.....		1,300.00
J. B. Humphreys, Civ. Serv.	Janitor.....	52 weeks.....		1,300.00
Gus Trobaugh, Civil Service	Janitor.....	52 weeks.....		1,400.00
D. L. Boucher, Civil Service	Laborer.....	52 weeks.....		1,080.00
N. C. File, Civil Service.....	Laborer.....	52 weeks.....		300.00
Chas. M. Hagler, Civ. Serv.	Machinist, Repairs and Equipm't	52 weeks.....		1,800.00
Irvin Peithman, Civil Service	Laborer.....	52 weeks.....		1,200.00
Lillian Handley, Civil Service	Housekeeper, Anthony Hall Rev- olving Fund.....	52 weeks.....		780.00
Florence Malone, Civ. Serv.	1st Cook, Anthony Hall Revolv- ing Fund.....	52 weeks.....		840.00
Eva Cruse, Civil Service....	2nd Cook, Anthony Hall, Revolv- ing Fund.....	52 weeks.....		600.00
Total.....				\$291,250.00

\*\$100 increase. †Salary formerly paid to Mrs Burk.

The list of candidates for graduation in my report presented at the Charleston meeting was prepared rather hurriedly under the impression on the part of the members of the office force that there might be no other meeting of the Board before Commencement. I was called out of town and did not see the report, but I should probably have found no particular error in it if I had looked it over. It developed later, though, that it was inaccurate to this extent; some had applied for graduation, particularly in the two-year course, who later on had found that they could not finance themselves, or who saw little prospect for securing a position and decided not to ask for graduation. In the four-year course a few dropped out for the reasons indicated, but others, teachers in service, applied later. To make a long story short, we decided it would be wise to ask the Board to allow us to withdraw the previous recommendation for graduation and submit a corrected and classified list of candidates. So far as we can see now, there is no reason why all of the students named in the six lists should not complete their work by the dates attached to the lists. You will notice in the totals that the candidates for the degree outnumber the applicants for the two-year diploma. It may interest you to know that for the fall, winter, spring, mid-spring terms, we have had the highest registration in the college proper that the school has ever known; and that we are asking that degrees be conferred on 154 candidates as compared with the 95 conferred last year.

## X. SUMMARY.

I ask the Board to take action with regard to the following:

1. Matter of graduation of 152 applicants for the diploma, and 153 candidates for the degree.
2. I recommend the confirmation of the payroll as presented.

Respectfully submitted,

H. W. SHRYOCK, *President.*

### WESTERN ILLINOIS STATE TEACHERS COLLEGE.

President Morgan presented his report, which on motion was received, placed on file, and is made a part of these minutes. He spoke in detail on the faculty list and salary schedule which he had offered, stating that the salary he had set opposite each name in the second list was the salary which that person would receive if the increment approved by a former action of the Board were to be continued. He presented the matter of increment, without recommendation, for the consideration of the Board.

A number of questions were asked about the employees in the Business Department of the college. Mr. Morgan stated that later he had a report to make as a member of the special committee appointed at a previous meeting.

President Morgan's report follows:

Macomb, Illinois,  
May 23, 1932.

*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. This is not the time to make a full report on the attendance for the year, or for any term, but it may be interesting to the Board to know that the Mid-Spring enrollment is 155.

2. In addition to the graduates listed at the meeting of the Board held on April 4, 1932, I recommend the following persons for graduation:

June 9, 1932

#### a. Four Year Course for Bachelor of Education Degree

Chamberlain, Edward	Lloyd, Helen R.
Dieterich, Kathryn	Martin, Margaret
Hallenbeck, Louise	Viar, W. L.

b. Two and One half year course for special diploma  
Lloyd, Helen R. ....Library Economy

#### c. Two year course for Diploma

Lawyer, Mrs Edith	Wetterling, Mildred
Rigor, Blanche	Williams, Erma Alberta
Waid, Esther	

July 22, 1932

#### a. Four Year Course for Bachelor of Education Degree

Bartholomew, Theo. H.	Shepherd, Pauline R.
Bastable, Emma E.	Stidum, Beulah
Crabill, Bernice	Sullivan, Maxine
Frey, Abbie Ruth	Taylor, Eleanor
Keys, John	Underwood, Meridel
Lemmer, Jack A.	Waggoner, Dorothy
Newman, Roscoe S.	Watson, Archie M.
Robinson, Florence E.	Whittier, Harold K.
Scott, Harold H.	

#### b. Two and One half year course for special diploma

Butterfield, Clarice E. ....	Physical Education
Camp, Lawrence .....	History
Grey, Vincente .....	History
Herring, Wilma .....	Primary Education
Mason, Joe .....	English
Mautino, Mamie M. ....	Primary Education
Parker, Elizabeth .....	Geography
Risinger, Max D. ....	Music

## c. Two Year Course for Diploma

Allison, Lucille	Morgan, Esther L.
Bain, Georgia	Morris, Catherine
Burrus, Anna M.	Nichols, Bertha Alice
Davis, Wava L.	O'Connor, O. Josephine
Farnsworth, Dorothy Mary	Parry, Keith W.
Gentle, Eleanor	Reuss, Ruth Ellen
Grey, Vincente	Ryner, Marguerite
Hickman, H. Maxine	Schwagmeyer, Mildred
Hills, Edna Earl	Shelley, Mildred Hazel
Hulvey, Faith	Whalen, Helen

August 26, 1932

## a. Four Year Course for Bachelor of Education Degree

Albee, Frank A.	Hulson, Mary Elizabeth
Amen, Ila Marie	Jones, Charles W.
Barker, Helen	Kindle, George F.
Boyd, Shan	Lyford, Helen
Brown, V. LaVerne	Millikin, Evelyn
Camp, Lawrence	Prather, Caroline
Clarke, Edna Belle	Schwarz, Elizabeth Wilhma
Cooper, Pearl	Shupe, E. Irene
Crabtree, Fay	Stremmel, George S.
Fisher, Jimmae	Trotter, Jay D.
Fisher, Lowell Burdette	Trotter, Opal
Gloyd, Helen	Waller, Esther May
Guy, Pearl	Young, Victor L. V.
Hudson, Carl	

## b. Two and One-half Year Course for Special Diploma

Hadley, Ruth	.....Biology
Hulson, Mary Elizabeth	.....Primary Education
Metcalf, Marie Hortense	.....Music
Schmitz, Mary	.....Rural
Spicer, Beulah	.....Music

## c. Two Year Course for Diploma

Kalb, Edythe P.	Smith, Pansy Mae
Ruebush, Lucile	

and ask that the chairman and secretary of the Board be authorized to sign the diplomas for the persons named in the list with the understanding that if any one on such list as approved by the Board should fail to complete the work by the time set for presenting the diplomas, I shall inform the secretary of the Board of that fact.

## II. FACULTY.

1. There are no resignations, but Miss Vivian Huston, Miss Jenette Terrill and Mr. Raymond Plato, who have filled vacancies due to leaves of absence to Miss Ruth Shriver, of the Department of Mathematics; Mr. Waldo Horrabin, of the Department of Chemistry and Physics; and Mr. Ralph Barclay, of the Department of Physical Education for Men, respectively, are leaving the institution as the terms of their employment are terminated, and because the regular faculty members are ready to return.

2. Mr. R. G. Linder has asked that his leave of absence be continued for another year. This is to be without any compensation.

Mr. W. A. McAllister has asked for a year's leave of absence to complete his work for his Ph. D. degree. This is to be without compensation.

3. There are no new appointments to report at this time.

4. Salary schedule for regular faculty for thirty-six weeks, beginning September, 1932, to be paid from "Salaries and Wages".

Name.	Classification.	Present salary.	Salary by
			schedule for next year.
F. H. Currens	Professor and Dean	\$4,185.00	\$4,275.00
R. R. Simpkins	Professor and Dean	4,050.00	4,140.00
Caroline Grote	Professor and Dean	3,195.00	3,285.00
H. D. Waggoner	Professor	3,870.00	3,960.00
Irving Garwood	Professor	3,690.00	3,780.00
A. G. Tillman	Associate Professor	3,285.00	3,375.00

Name.	Classification.	Present salary.	Salary by schedule for next year.
W. L. Schuppert.	Associate Professor.	\$3,510.00	\$3,510.00
R. M. Ginnings.	Associate Professor.	3,510.00	3,510.00
C. H. Oathout.	Associate Professor.	3,195.00	3,285.00
Wayne Wetzel.	Associate Professor.	3,195.00	3,285.00
D. L. Bailey.	Associate Professor.	3,195.00	3,285.00
D. C. Beighey.	Associate Professor.	3,195.00	3,285.00
H. C. Seal.	Associate Professor.	2,745.00	2,835.00
Ruth Carson.	Associate Professor.	2,925.00	3,015.00
Paul Neureiter.	Associate Professor.	2,520.00	2,610.00
E. W. Schreiber.	Associate Professor.	2,835.00	2,925.00
W. H. Eller.	Associate Professor.	2,835.00	2,925.00
Eva Colby.	Associate Professor.	2,745.00	2,835.00
E. E. Van Cleve.	Assistant Professor.	3,465.00	3,465.00
G. W. Gayler.	Assistant Professor.	3,195.00	3,195.00
Ray Hanson.	Assistant Professor.	2,925.00	3,015.00
H. F. Schory.	Assistant Professor.	2,745.00	2,790.00
Dora Sharp.	Assistant Professor.	2,610.00	2,700.00
Theodora Pottle.	Assistant Professor.	2,610.00	2,700.00
Theresa Wild.	Assistant Professor.	2,610.00	2,700.00
Blenda Olson.	Assistant Professor.	2,520.00	2,610.00
Mabel Corbin.	Assistant Professor.	2,520.00	2,610.00
Bessie Myers.	Assistant Professor.	2,430.00	2,520.00
Gladys Vawter.	Assistant Professor.	2,340.00	2,430.00
Roy M. Sallee.	Assistant Professor.	2,340.00	2,430.00
Ethel Ray.	Assistant Professor.	2,340.00	2,430.00
Isabel Hoover.	Assistant Professor.	2,340.00	2,430.00
Clel T. Silvey.	Assistant Professor.	2,430.00	2,520.00
Fanny R. Jackson.	Assistant Professor.	2,520.00	2,610.00
Kathryn Thompson.	Assistant Professor.	2,700.00	2,790.00
Bessie Cooper.	Assistant Professor.	2,700.00	2,790.00
Margaret Schannenk.	Assistant Professor.	2,340.00	2,430.00
Beulah Mitchell.	Assistant Professor.	2,340.00	2,430.00
Helen M. Pence.	Assistant Professor.	2,340.00	2,430.00
Olive E. Potter.	Assistant Professor.	2,340.00	2,430.00
Mary Bennett.	Assistant Professor.	2,340.00	2,430.00
Myrtle Duncan.	Assistant Professor.	2,340.00	2,430.00
Tressie Bonham.	Assistant Professor.	2,520.00	2,520.00
Alberta Strome.	Instructor.	2,340.00	2,430.00
Karl Crilly.	Instructor.	2,250.00	2,295.00
Marie Porter.	Instructor.	2,205.00	2,295.00
Rayman Miller.	Instructor.	2,295.00	2,295.00
Frances Davis.	Instructor.	2,250.00	2,295.00
Erma Foster.	Instructor.	2,115.00	2,205.00
Ruth Shriver.	Instructor.	2,250.00	2,295.00
Claude Hesh.	Instructor.	1,890.00	2,250.00
Hertha Voss.	Instructor.	2,250.00	2,295.00
Ralph Barelay.	Instructor.	1,620.00	2,115.00
Waldo Horrabain.	Instructor.	1,800.00	2,070.00
Julian Archer.	Instructor.	2,025.00	2,070.00
Louis Schleier.	Unclassified.	2,925.00	3,060.00
Ethel Richards.	Unclassified.	3,000.00	3,060.00
C. W. Bennett.	Unclassified.	2,025.00	2,115.00
Cecile Evans.	Unclassified.	2,250.00	2,340.00
Elna Scott.	Unclassified.	2,340.00	2,430.00
Ruth Zenor.	Unclassified.	2,205.00	2,295.00
Sarah Howard.	Unclassified.	1,980.00	2,070.00
Sara Kramer.	Unclassified.	2,250.00	2,295.00
Amy Jones.	Unclassified.	1,935.00	2,070.00
Edith Crabb.	Unclassified.	1,800.00	1,890.00
Margaret McCain.	Unclassified.	1,260.00	1,350.00
Velna Sollars.	Unclassified.	1,800.00	1,800.00
Albert Burgard.	Unclassified.	1,620.00	1,485.00
Mary Chandler.	Rural Teacher.	320.00	320.00
Ruth Reuss.	Rural Teacher.	320.00	320.00
Dorothy Howd.	Rural Teacher.	400.00	400.00
Sara Lloyd.	Student Librarian, half time.	720.00	720.00
Dorothy Hunt.	Student Librarian, half time.	720.00	720.00
Emergency Teachers.	Student Librarian, one-fourth time.	360.00	360.00
Lectures.	Student Librarian, one-fourth time.	360.00	360.00
Student Help.		2,160.00	2,160.00
Labor.		500.00	500.00
		3,500.00	4,000.00
		1,000.00	1,000.00
Total		\$188,455.00	\$194,910.00

## III. OTHER EMPLOYEES.

## 1. Salary Schedule for employees for year beginning July 1, 1932.

Name.	Position.	Present salary.	Salary next year. (No schedule)
W. P. Morgan.....	President.....	\$7,500.00	\$7,500.00
O. L. Champion.....	Business Manager.....	3,600.00	3,600.00
Donna Draper.....	Secretary to President.....	1,920.00	1,980.00
Hildreth Lovell.....	Student Stenographer.....	1,620.00	1,080.00
Roscoe Wear.....	St. Engineer.....	1,980.00	1,980.00
William Scott.....	Fireman.....	1,500.00	1,500.00
George Bugg.....	Fireman.....	1,380.00	1,380.00
Roy Carson.....	St. Engineer.....	1,380.00	1,380.00
W. E. DeCamp.....	Supt. of Buildings.....	1,980.00	1,980.00
Creighton Bateson.....	Janitor.....	1,380.00	1,380.00
Chester Kirkbride.....	Janitor.....	1,380.00	1,380.00
Charles Shifley.....	Janitor.....	1,380.00	1,380.00
M. K. Straight.....	Janitor.....	1,380.00	1,380.00
Elbert Leighty.....	Janitor.....	1,320.00	1,320.00
Ray Gallaher.....	Janitor.....	1,320.00	1,320.00
Marion Moon.....	Groundsman.....	1,380.00	1,380.00
Guy Lemmer.....	Watchman.....	1,380.00	1,380.00
Luther Jackson.....	Janitor.....	1,320.00	1,320.00
Ellis Locke.....	Laborer.....	1,380.00	1,320.00
Total.....		\$36,480.00	\$35,940.00

## 2. Employees at Cafeteria for 12 months, to be paid from Revolving Fund, for the year beginning July 1, 1932.

Name.	Position.	Present salary.	Salary next year.
Bessie Crain.....	Asst. Cook.....	\$600.00	\$600.00
Bessie Calvert.....	Domestic.....	400.00	400.00
Student Help.....		600.00	400.00
Extra Help.....		200.00	200.00
Total.....		\$1,800.00	\$1,600.00

## 3. Employees at Monroe Hall for 12 months, beginning July 1, 1932, to be paid from Revolving Fund.

Name.	Position.	Present salary.	Salary next year.
Laura Donohoe.....	Matron.....	\$1,500.00	\$1,500.00
Adolph Draeger.....	Laborer.....	960.00	960.00
Rose Yeager.....	Cook.....	720.00	720.00
Margaret Henry.....	Laundress.....	576.00	576.00
M. C. Brazil.....	Domestic.....	540.00	540.00
Mary E. Miner.....	Domestic.....	480.00	480.00
Fanny Dinsmore.....	Domestic.....	480.00	480.00
Helen Graham.....	Student Stenographer.....	1,200.00	1,200.00
Extra Help.....		250.00	250.00
Total.....		\$6,706.00	\$6,706.00

## IV. THE ORGANIZATION. No report.

## V. THE CURRICULUM. No report.

## VI. BUILDINGS AND GROUNDS.

1. The auditorium switchboard has been installed and the elevator for the Arts Building is being put in place.

2. Requisitions for the erection of a fence around the athletic field and for the completion of a tool and implement house have been on file for nearly a year, but this work has not as yet been started.

3. No further information is available as to when the contract for the training school may be let.

4. The Board discussed the matter of a special committee at its meeting last November to prepare the future building plans for the five schools, but no further action is recorded in the minutes.

## VII. AUXILIARY ENTERPRISES. No report.



VIII. STUDENT LIFE. No report.

IX. MISCELLANEOUS. No report.

X. SUMMARY.

The approval of the Board is asked for the following:

1. Additional graduates as recommended under conditions stated.
2. Leave of absence without salary for R. G. Linder, and W. A. McAllister.
3. The faculty list for the regular school year of thirty-six weeks with salaries.
4. The employees list for twelve months with salaries.
5. The employees list for the cafeteria with salaries for twelve months.
6. The employees list for Monroe Hall with salaries for twelve months.

Respectfully submitted,

W. P. MORGAN, *President.*

## NORTHERN ILLINOIS STATE TEACHERS COLLEGE.

President Adams presented his report, which was received, placed on file, and is made a part of these minutes. He spoke in detail of some savings which were being accomplished in the readjustment of the relation of the Teachers College to the city schools. There again arose certain questions about the rules and requirements of the State Civil Service Commission as they relate to the fixing of salaries.

Mr. Adams also spoke about the possibility of placing on the grounds of the college in the line of the old Indian trail a part of a tree which shows how the Indians bent the tree to mark their trail, that an estimate showed that it would cost about \$100 to take that part of the tree which showed the bent limb and place it on a concrete base on the campus.

President Adams' report follows:

DeKalb, Illinois,  
May 23, 1932.

*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.

I wish to add the following name to the list of prospective graduates for the spring quarter.

#### SENIOR COLLEGE.

Degree of Bachelor of Education.

Kenneth C. Flewellin.

### II. FACULTY.

1. We are eliminating one position in the Department of Geography. Miss Edna Nash will not be with us for next year.

2. Miss Alta Randels, Department of Physical Education for Women, has resigned, her resignation to take effect at the close of this term.

3. In the McMurry Training School, Miss Hilma Ross, third grade critic teacher, and Miss Ethel Shattuck, fourth grade critic teacher, have resigned, their resignations to take effect at the close of this term.

4. Since members of the English Department who have been away on leave are returning to the college, it will be impossible for us to retain Miss Geneva Parmley and Miss Maude Uhland, both of whom have been filling leave of absence vacancies.

5. I expect to employ one full time man to handle all of the instrumental music for band and orchestra in the college. He will take over the work now performed by three part-time men: Mr. Sherwood, Mr. Chenette, and Mr. Swanson. These men will no longer be retained. I am not ready as yet to recommend a man for this position which will pay \$2500 for thirty-six weeks, a saving of \$200 over the combined salaries of the three men. I believe this arrangement will be much more efficient. Miss Maurine Bradley, a member of the Music Department, will not be with us next year and in her place we expect to retain Mr. Charles Fouser who has been with us this year substituting for Dean Annas. I shall report at a later time concerning the complete reorganization of this Music Department.

6. I wish to recommend the appointment of Miss Ruth Abernathy as a member of the Department of Physical Education for Women, at a salary of \$2100 for thirty-six weeks to be paid from Salaries and Wages. She will begin work at the opening of the first summer term, June 13. Miss Abernathy

has her bachelor's degree from Oklahoma University, and her master's degree from Teachers College, Columbia University.

7. I wish to recommend the appointment of Miss Gladys E. Neff as third grade training teacher at a salary of \$2100 for thirty-six weeks to be paid from Salaries and Wages. Miss Neff will start work at the beginning of the fall quarter in September. Miss Neff has her bachelor's degree from Indiana State Teachers College and her master's degree from Ohio University.

8. I wish to recommend the appointment of Miss Blanche Burrell as fourth grade training teacher at a salary of \$2100 for thirty-six weeks to be paid from Salaries and Wages. She will start work at the beginning of the fall quarter in September. Miss Burrell has her bachelor's degree from the University of Iowa and her master's degree from Teachers College, Columbia University.

9. I am submitting herewith the salary schedules for next year. In the first column are the salaries of the present college year, and in the second column are the salaries as determined by the schedule set up by the Normal School Board. In the third column I have included only special merit increases and have paid no attention to the schedule set up by the Board.

#### FACULTY PAY ROLL FOR 1932-33—THIRTY-SIX WEEKS

##### Salaries and Wages

Name.	Title.	1931-32 present.	1932-33 schedule.	1932-33 special merit.
Peterson, O. E.	Professor	\$4,250.00	\$4,275.00	\$4,275.00
Parson, S. F.	Professor	4,000.00	4,000.00	4,000.00
Montgomery, C. E.	Professor	3,650.00	3,650.00	3,650.00
Annas, A. Neil.	Assistant Professor and Dean	3,650.00	3,650.00	3,650.00
Hayes, M. C.	Professor	3,400.00	3,400.00	3,450.00
Whittaker, M. L.	Associate Professor	3,400.00	3,400.00	3,400.00
Gould, William C.	Assistant Professor	3,400.00	3,400.00	3,400.00
Connor, J. Hal.	Associate Professor	3,300.00	3,390.00	3,500.00
Campbell, G. W.	Associate Professor	3,250.00	3,250.00	3,250.00
Williams, Mary	Assistant Professor	3,200.00	3,200.00	3,200.00
Storm, William B.	Associate Professor	3,190.00	3,280.00	3,190.00
Oakland, Milo T.	Instructor	3,150.00	3,150.00	3,150.00
Simonson, Ida S.	Professor	3,150.00	3,150.00	3,150.00
Messenger, Helen R.	Associate Professor	3,140.00	3,230.00	3,140.00
Evans, George	Instructor	3,100.00	3,100.00	3,100.00
Gould, Howard	Professor	3,100.00	3,150.00	3,100.00
Jameson, Hugh	Professor	3,100.00	3,150.00	3,200.00
Merritt, L. Eveline	Assistant Professor	3,100.00	3,100.00	3,100.00
Woolhiser, Ethel	Associate Professor	3,100.00	3,100.00	3,200.00
Zulauf, R. M.	Assistant Professor	2,990.00	3,080.00	2,990.00
Neptune, Celine	Assistant Professor	2,900.00	2,900.00	2,900.00
Phillips, Marina	Assistant Professor	2,800.00	2,800.00	2,800.00
Hall, Homer	Assistant Professor	2,690.00	2,780.00	2,690.00
Jenks, I. J.	Assistant Professor	2,690.00	2,780.00	2,690.00
Harrison, Paul	Assistant Professor	2,650.00	2,740.00	2,650.00
Anderson, Miriam	Assistant Professor	2,600.00	2,600.00	2,600.00
Cobb, Lillian	Professor	2,600.00	2,600.00	2,600.00
Appell, Carl	Assistant Professor	2,590.00	2,680.00	2,680.00
Edel, E. F.	Assistant Professor	2,440.00	2,530.00	2,530.00
Anderson, Alma	Assistant Professor	2,400.00	2,490.00	2,490.00
Fouser, Charles	Assistant Professor	2,400.00	2,490.00	2,400.00
Mann, Jessie R.	Assistant Professor	2,400.00	2,490.00	2,400.00
Stelford, Norma	Assistant Professor	2,400.00	2,490.00	2,400.00
Terwilliger, George	Assistant Professor	2,340.00	2,430.00	2,430.00
McKee, Eva	Assistant Professor	2,290.00	2,380.00	2,380.00
McMahon, Eva I.	Instructor and Head Librarian	2,290.00	2,380.00	2,380.00
Phillips, Frank*	Asst. Prof. and Training School Dir.	2,250.00	2,250.00	2,250.00
Wiswall, Vera	Assistant Professor	2,200.00	2,200.00	2,200.00
Taylor, Ruth	Assistant Professor	2,190.00	2,280.00	2,280.00
Small, B. Mae	Assistant Professor	2,190.00	2,280.00	2,190.00
Abernathy, Ruth	Assistant Professor	2,100.00	2,100.00	2,100.00
Neptune, Katherine	Instructor and Assistant Librarian	2,000.00	2,000.00	2,000.00
Prissing, Mary	Assistant Professor	2,000.00	2,090.00	2,000.00
Taylor, Inez Jay*	Assistant Professor	1,150.00	1,200.00	1,200.00
Wiggert, Elsie*	Instructor	650.00	700.00	700.00

\$123,830.00    \$125,765.00    \$125,035.00

\*Part of salary paid by the City of De Kalb.

MC MURRY TRAINING SCHOOL.			1931-32	1932-33	1932-33
Name.	Title.		present.	schedule.	special merit.
Gabel, Otto	Assistant Professor and Principal		\$2,900.00	\$2,900.00	\$2,900.00
Bellis, Bertha	Assistant Professor		2,400.00	2,400.00	2,400.00
Peterson, Bena	Instructor		2,240.00	2,240.00	2,240.00
Baker, Jeanette	Assistant Professor		2,150.00	2,150.00	2,150.00
Burton, Emily	Assistant Professor		2,150.00	2,150.00	2,150.00
King, Annie E.	Assistant Professor		2,150.00	2,150.00	2,150.00
Burrell, Blanche	Assistant Professor		2,100.00	2,100.00	2,100.00
Neff, Gladys	Assistant Professor		2,100.00	2,100.00	2,100.00
Adams, E. Louise	Instructor		2,075.00	2,075.00	2,075.00
Ohlson, Clara	Assistant Professor		1,800.00	1,890.00	1,890.00

GLIDDEN TRAINING SCHOOL.			1931-32	1932-33	1932-33
Name.	Title.		present.	schedule.	special merit.
Tipton, John B.	Assistant Professor and Principal		*1,700.00	1,700.00	1,700.00
Duffy, Mollie	Instructor		*1,100.00	1,100.00	1,100.00
McKean, Eva	Instructor		*1,100.00	1,100.00	1,100.00
Montgomery, John	Instructor		*1,100.00	1,100.00	1,100.00
Bristow, Louise	Instructor		*1,000.00	1,000.00	1,000.00
Houghland, Myral	Instructor		*1,000.00	1,000.00	1,000.00
Pro rata Critics (\$40 per quarter per student) teacher			*1,500.00	1,500.00	1,500.00

\*Part of salary paid by the City of DeKalb.

\$30,565.00    \$30,655.00    \$30,655.00

### Twelve Months Pay Roll—Salaries and Wages

Name.	Title.	1931-32	1932-33
		present.	schedule.
Adams, Karl L.	President	\$7,500.00	\$7,500.00
Pearson, Norma	Secretary and Registrar	2,700.00	2,700.00
Whitman, Mary R.	Associate Professor Emeritus	2,400.00	2,400.00
Morrison, Donald	Director of Health and College Nurse	2,400.00	2,400.00
Clark, James A.	Engineer	2,320.00	2,320.00
Swinbank, William	Superintendent of Grounds	2,100.00	2,100.00
Johnson, Arthur F.	Superintendent of Buildings	2,050.00	2,050.00
Johnson, Olive S.	Bookkeeper	1,950.00	1,950.00
Turnbloom, Elmer	Fireman	1,600.00	1,600.00
Campbell, Alexander	Fireman	1,500.00	1,500.00
Davy, Charles	Janitor	1,500.00	1,500.00
Ebbesen, Andrew	Fireman	1,500.00	1,500.00
Harden, Halstead	Fireman	1,500.00	1,500.00
Oberg, Otto	Janitor	1,500.00	1,500.00
Eyehaner, P. J.	Janitor	1,370.00	1,370.00
Mobeck, Andrew	Laborer (Transient)	1,200.00	1,200.00
Pooler, William	Watchman	1,200.00	1,200.00
Swanson, Theodore	Watchman	1,200.00	1,200.00
Willrett, Joseph	Laborer	1,200.00	1,200.00
Ward, Tranquil	Janitress	900.00	900.00
Wiltberger, Margaret	Clerk, part time	420.00	420.00
Extra Help for Vacations	Firemen, Ten	500.00	500.00
Extra Help for Vacations	Janitor	400.00	400.00
Student Help and Miscellaneous		4,500.00	4,500.00

\$45,410.00    \$45,410.00

### REVOLVING FUND SALARIES Monthly Pay Roll—Twelve Months

Name.	Title.	Salary	Salary
		1931-32.	1932-33.
Livingstone, James B.	Business Manager	\$3,500.00	\$3,500.00
Davidson, Blanche	Assistant Professor and Dean of Women	3,400.00	3,400.00
Nix, Grace E. (with maintenance)	Asst. Prof. and Director of Williston Hall	2,200.00	2,200.00
Bjalk, Nels	Janitor	1,500.00	1,500.00
Jacox, George	Fireman	1,500.00	1,500.00
Mathaly, Walter	Fireman	1,500.00	1,500.00
Weightman, Hugh	Janitor, Williston Hall	1,500.00	1,500.00
Marvin, A. W.	Janitor	1,320.00	1,320.00
Long, Taylor	Laborer	1,200.00	1,200.00
Luhatala, Lina	Stenographer and Placement Secretary	1,200.00	1,350.00
Hakala, Elma	Stenographer	1,020.00	1,020.00
Kestila, Linda	Clerk	960.00	960.00
Dunbar, Louise	Stenographer	900.00	1,020.00
Dougherty, Charlotte	Cook, Williston Hall	1,030.00	1,030.00
\$75 per month and \$2.50 per week room.			
McClelland, Mollie	Dining Room, Williston Hall	780.00	780.00
\$15 per week.			
Johnson, Mildred	Bakery, Williston Hall	730.00	730.00
\$50 per month and \$2.50 per week room.			
Four Maids	Helpers, Williston Hall (\$650 each)	2,600.00	2,600.00
\$12.50 per week and live outside.			
Anderson, Vanda	Cleaning, Williston Hall	520.00	520.00
\$10 per week with maintenance.			

\$27,360.00    \$27,630.00

## Faculty Pay Roll—Nine Months

Caldwell, Loren T.....	Associate Professor.....	\$2,290.00	\$2,380.00
Cramer, Carl.....	Instructor.....	2,000.00	2,090.00
Pratt, Bertha.....	Assistant Librarian.....	1,050.00	1,050.00
*Valentine, Bessie.....	Rural Critic.....	500.00	500.00
*Vincent, Grace.....	Rural Critic.....	500.00	500.00
Twelve Months Pay Roll, Total.....		\$6,340.00	\$6,520.00
Faculty Pay Roll—Nine Months.....		6,340.00	6,520.00
Total of Revolving Fund Pay Rolls.....		\$33,700.00	\$34,150.00

\*Part of salary paid by school district.

III. OTHER SCHOOL EMPLOYEES. No report.

IV. THE ORGANIZATION. No report.

V. THE CURRICULUM. No report.

VI. BUILDINGS AND GROUNDS.

A landscape architect has been making a study and a working drawing of a twenty-five year plan of development for the college buildings and grounds. I had hoped to have this ready to show the Board at this meeting but it is not yet complete. I believe that such a plan is a sound investment and will make it impossible in the future to build buildings or modify the grounds by a hit and miss method.

VII. AUXILIARY ENTERPRISES.

The Revolving Fund shows the following report from January 1, 1932 to March 31, 1932.

## RECEIPTS.

Surplus from the 56th Biennium.....		\$16,235.58
Cash received, January 1 to March 31, 1932:		
Board and room, Williston Hall.....	\$12,421.20	
Meals, Williston Hall.....	1,076.30	
Registration fees.....	7,939.00	
Library fines.....	37.00	
Lesson Plan sales.....	13.00	
Transcript fees.....	15.00	
		\$21,501.50
Previously remitted—July 1, 1931, to December 31, 1931.....		41,544.61
Total available in Revolving Fund, March 31, 1932.....		\$79,281.69

## EXPENDITURES.

Salaries, Williston Hall and employees.....	\$6,840.05	
Salaries, faculty.....	3,479.98	
Freight, express and drayage.....	13.28	
Office supplies.....	198.68	
Postage.....	80.00	
Telephone.....	35.35	
Food.....	4,482.02	
Fuel.....	46.55	
Household supplies.....	1,655.68	
Library and amusements.....	15.48	
Medical supplies.....	12.78	
Miscellaneous supplies.....	25.00	
Building repairs.....	206.80	
Furniture and fixtures.....	1,133.33	
	\$18,224.98	
Expenditures previously reported, July 1 to December 31, 1931.....	30,247.30	\$48,472.28
Balance on hand, Revolving Fund, March 31, 1932.....		\$30,809.41

VIII. STUDENT LIFE. No report.

IX. MISCELLANEOUS.

The local chapter of the State Historical Society is quite interested in having a "Trail Marker" tree transferred from its present location to the

college campus and kept as a monument to Chief Shabbona of the Pottawatomas. This full-grown elm tree was bent at that time as a trail marker and has grown in that bent position. It is suggested that the tree be cut and the bent portion placed in a position on the college campus on a cement foundation where the trail crosses the campus. Chief Shabbona used this trail from his southern camp near Ottawa on his trips to Lake Geneva. He was a leader among the Indians and a friend of the white man. It is estimated that this transfer will cost \$100. The local chapter has no money and wants the State to pay for this.

#### X. SUMMARY.

Action is requested on the following:

1. Adding the name of Kenneth C. Flewellin to the list of prospective graduates.
2. The appointment of Miss Ruth Abernathy, Miss Gladys E. Neff, and Miss Blanche Burrell at the salaries indicated.
3. Approval of the salary schedules for next year.
4. Should the State pay \$100 for moving the trail marker tree to the campus?

Respectfully submitted,

KARL L. ADAMS, *President.*

Before recessing for luncheon the Board took up President Shryock's report and approved the modified list recommended for graduation.

The Board approved President Lord's recommendation substituting the name of Helen Fern Daringer for the name of Edith E. Ragan in the list of teachers for the second half of the summer quarter, 1932, the salary the same as previously approved.

President Morgan, as he could not appear at the executive session, presented two items as his report as a member of the special committee appointed to investigate the question of what action the Board should take with respect to the salaries of teachers in the teachers college for the coming year.

In the first item were the data which he had been requested by the committee to secure on salaries in teachers colleges of other states, as follows:

STATISTICAL INFORMATION AS TO THE APPROPRIATIONS FOR TEACHERS COLLEGES IN CERTAIN STATES.

State.	General Approp. for one year.	Per Imp.	†No. of Teachers.	‡Expenditure per teacher.
New York.....	*\$2,998,425	\$ 130,000	75,150	\$39.90
New Jersey.....	*1,213,598	1,425,687	28,500	42.58
Pennsylvania.....	5,256,000	.....	62,000	84.77
Ohio.....	1,437,968	127,000	41,815	34.39
Indiana.....	1,105,000	.....	23,853	46.32
Michigan.....	2,356,100	.....	32,047	73.52
Kentucky.....	896,775	.....	15,991	56.08
Wisconsin.....	*2,103,690	188,561	20,218	104.05
Iowa.....	633,500	100,000	25,842	24.51
Missouri.....	\$1,235,000	204,218	24,936	49.53
Kansas.....	868,100	56,134	19,695	44.07
Colorado.....	591,006	.....	9,812	60.23
Illinois.....	1,778,060	256,150	45,724	38.88

†Taken from Research Bulletin of N. E. A., Vol. IV, No. 5, November, 1931, for school year 1929-1930.

\*Taken from Bulletin 1931, No. 20, of U. S. Dept. of Interior Biennial Survey for year 1929-1930.

‡May not be state money to pay in full.

†Permanent improvements are not included in getting this column.

The second item in Mr. Morgan's report was his recommendation as a member of the committee. It is as follows:

"In harmony with the resolution adopted by the Board at its last meeting—"that no school program be sacrificed unless it becomes impossible to find the money necessary to finance the same", we recommend that the salaries paid to teachers who are reemployed for the second year of the biennium (1932-1933) be the same as paid to them for the past year and

that teachers returning from leaves be paid proportionally. We make this recommendation although the appropriations provide for salary increases. We furthermore recommend that this arrangement be contingent upon there being money available for this purpose."

At this point the Board recessed for luncheon in Fell Hall.

The Board reconvened at 2:00 P. M., in executive session.

Chairman Walsh brought before the Board the fact that Mr. A. M. Shelton, a former Director of the Department of Registration and Education and chairman of the Normal School Board, had recently died. He appointed as a committee to draft a statement for the records of the Board and to be sent to Mrs. Shelton the following members: Mrs. Northam, Mr. Blair, Mr. McMorris, and Mr. Still, all of whom had served on the Board during the time Mr. Shelton was chairman.

The Secretary reported that the question which had been shaped by Mr. Bach to present to the Attorney General for his opinion on the legal status of the bookstore in the Normal University, had been transmitted to the Attorney General and that an opinion from him had been sent to the Secretary of the Board. The substance of the Attorney General's opinion was that under the powers granted to the Normal School Board, the University had the right to buy and sell textbooks and to use the funds at its disposal for such purposes, but that this power did not extend to the purchase and sale of any other commodities. The Secretary of the Board was instructed to send President Brown a copy of this opinion and to ask him to reorganize the bookstore in accordance with this opinion.

Mr. Bach, in presenting the report of the committee appointed by the Board to study the present financial situation and to present its findings and recommendations on the matter of the faculty lists and salary schedules for the coming year, made an extended statement on the present financial depression and especially upon the tax situation. The committee had made an effort to secure some authoritative statements as to the probable decrease in state revenues for the coming year due to the failure of property owners to pay their taxes. The committee had not found any such authoritative statement, but Mr. Bach believed that the tax situation was so critical that there would not be enough funds in the state treasury to meet the outstanding obligations created by the appropriations of the last regular session of the General Assembly. After extended discussion and questioning, Mr. Bach presented on behalf of the committee for the consideration of the Board, but not for immediate action, the following recommendation:

The salaries of all employees in the Teachers Colleges under the Normal School Board shall be reduced as follows:

- a. \$3000 and upward to be reduced 20%
- b. From \$2500 to \$3000 to be reduced 17.5%
- c. From \$2000 to \$2500 to be reduced 15%
- d. From \$1000 to \$2000 to be reduced 10%
- e. No reduction in salaries below \$1000.

An earnest and extended discussion followed the presentation of this recommendation of the committee. It appeared to some members that the Board did not have before it sufficient data on which to base such a reduction as proposed in the recommendation. The point was made that the salaries for the last year of this biennium had been fixed in the budget of the Board after careful consideration, had been presented to the state budget committee and every item discussed carefully with that budget committee, that this budget had been presented to, and approved by the Governor, and by him presented to the appropriations committees of the last regular session of the General Assembly. That with all this detailed information before them, the appropriations had been made to provide the salary schedule as set up in the approved budgets and which appropriations were approved by the Governor. That it was not a province of the Board to modify the action of the legislature in reducing these salaries below the salaries fixed in the approved budgets for such persons as were in these positions at the time these appropriations passed. That the proper time

for the Board to effect radical changes in the salaries of teachers would be when the next budget is made providing the salary schedules for the next biennium to be presented to the next regular session of the General Assembly. Moreover, it was contended that no one could state upon definite authority that the funds appropriated by the last General Assembly to pay these salaries would not be available. That the tax to raise the money had already been laid and that no action by the Board would in any way influence the tax rate which had already been fixed.

In answer to this point of view the statement was made that while it might not be possible to state definitely what the default in payment of taxes would amount to, that acting on wise business principles the Board should not enter into contractual relations for the payment of salaries which in all probability could not be paid.

But it was pointed out that if the percentage reductions in salaries recommended by the committee were made, the only result would be to leave a possible \$100,000 or more in the state treasury, which, in all probability, would be used to pay the salaries of other state employees who had suffered no percentage reduction. That it seemed unfair and unjust to single out the teachers and employees in the teachers colleges from all the other state employees for this reduction. In reply to this, Mr. Bach held that the Normal School Board had no authority to decrease the salaries of any state employees except those in the teachers colleges.

Mr. Blair suggested that if it were found that any considerable per cent of state taxes should fail of collection, that there was another way of meeting the salary situation as it was presented to the Board. As suggested by Mr. Bach in reporting for the committee, the Board could enter into a contract to employ the teachers on a monthly salary, based upon the present annual salary rate, with the understanding that each teacher thus employed would continue to receive this monthly salary for the 36 weeks term if money was available in the state treasury to pay them. If, however, at any time the Board found that there was no money in the state treasury to pay another month's salary, such employment would cease under the contract by notification from the Board.

In favor of this plan it was stated that it would help to preserve the salaries which it had taken so long and so hard an effort to establish. It would commit the faculties and employees of the teachers colleges to a contractual plan whereby the Board would be free from any legal obligation to pay after the funds for the payment of such salaries were exhausted.

In opposition to this proposal it was stated that the teachers would be unwilling to undertake a contract of that kind, that they would much prefer to take a drastic reduction knowing that they were to receive each month for the 36 weeks. But in answer to this the question was raised whether with any percentage reductions, such as recommended by the committee, the Board could guarantee that the funds would be in the state treasury to pay even the reduced salaries for the nine months term.

Mr. Walsh, the Chairman of the Board, suggested that in view of the wide difference of opinion on the part of members of the Board and the evident desire on the part of all to take no action until such action could be based upon accurate, dependable information, and also in view of the fact that no reductions in salaries had been made in the State University and other state institutions, that he believed it would be the best thing to appoint one member of the Board in connection with each college to consult with the president of that college, discussing with him the various proposals before the Board and to get a reaction from the five presidents. He felt that these five presidents, in connection with the faculties, might be able to make suggestions which would clear the way for definite action on the part of the Board.

On motion of Mr. Bailey the Board approved the suggestion of the Chairman to present the suggestion made by the committee of percentage reductions in the salary list and the other suggestion of continuing the teaching force on the present annual salary rate basis, but on a monthly contract as previously stated. This motion was carried, Mr. Bach voting



in the negative and Mrs. Northam not voting. Accordingly the Chairman appointed Mr. Bach to confer with President Brown, Mr. Dill to confer with President Shryock, Mr. Bailey to confer with President Morgan, Mr. McMorris to confer with President Lord, and Mrs. Northam and Miss McIntire to confer with President Adams.

On motion the Board fixed the date of its next meeting on Thursday, June 23, 1932, at 9:00 A. M., in the office of the Superintendent of Public Instruction, Springfield, Illinois.

The Board approved the following recommendations in President Brown's report:

1. The list of names of persons recommended for graduation.
2. The acceptance of the resignation of the following persons:

Assistant Professor A. J. Hollowell, A. Marguerite Field, Lucina M. Keane, and Ebba E. Hammarlund.

The Board approved the following recommendations in President Morgan's report:

1. Additional names of persons recommended for graduation.
2. Leaves of absence without salary for R. G. Linder and W. A. McAllister.

The Board approved the following recommendations in President Adams report:

1. Adding the name of Kenneth C. Flewellin to the list of prospective graduates.
2. Authorizing him to act in the matter of moving a trail marker tree to the college campus.

The Board adjourned.

M. F. WALSH, *Chairman.*

F. G. BLAIR, *Secretary.*

Approved June 23, 1932.