The estimated income from the schools is $164,992.
The estimated expenditures equal $164,731.
It is recommended that the tuition fee in the Kindergarten be reduced from 675 to 650, in the Elementary School from 915 to 925, in the first four grades and 935 in the remaining grades to 925, in all grades, and in the High School from 925 to 925. It is further recommended that no additional fees be charged in the schools except issuance in the laboratory and materials for construction in the shops. In the High School, the additional fees amount to 925 to 925 per student. In the Elementary School, a similar addition to fees amount to approximately $10 per pupil.
It is also recommended that free textbooks be provided to pupils. Parents who prefer may of course buy their own. It is estimated that the system of free textbooks now very widely in use in various parts of the country will amount to a capital outlay for the original stock of about 92,500 and that replacements should amount to about 91,500 annually.
It is recommended that tuition fees of children of members of the University faculty be continued at the present rates, that is, at one half the present tuition fee plus the additional fees taken over for other pupils by the increase in tuition.
As to salaries, it is recommended that in the Elementary School there be an average salary of about 91,700. The present average salary is 92,395. It is not proposed that any regular salary schedule be adopted, but rather that teachers shall be paid in accordance with their capacity as rated in service.
The maximum salary in Chicago schools of similar grade at the present time is from 91,575 to 92,875.
In the High School it is proposed to adopt a salary schedule approximately as follows:
For the Prinicipal, $7,000. (The salary long paid the Principal has been 94,000). For the Heads of Departments, 93,000. Other salaries in departments from 92,625 to 92,950. It will take approximately $13,000 to bring the High School salaries up to this standard.

III. Leave of absence on full pay for Frederick D. Bramhall of the Department of Political Science for the current year to the 30th of June, 1920, on account of illness.

IV. Recommended that the sum of $396.97 contributed from various sources for the University Ambulance Fund be transferred to the fund for the expense of a suitable memorial for the alumni who gave their lives in the war.

360

Elementary School
Tuition, Increase in
High School
Tuition, Increase in
Elementary School
Salaries
High School
Salaries
Frederick D. Bramhall
University
Ambulance
Fund
It was moved and seconded to concur in the recommendation concerning the plans for the School of Commerce and Administration for the next fiscal year, and to authorize the President of the University to negotiate for teachers for one year appointments up to a maximum of $38,700 in excess of the budget estimate for the School of Commerce and Administration for the year 1920-21, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to concur in the recommendation concerning the Laboratory Schools in the School of Education and to authorize an increase in tuition fees in the Kindergarten from $75 to $100 for the year, in the Elementary School from $135 in the first four grades and $150 in the remaining grades to $200 in all grades for the year, and in the High School from $200 to $275 for the year; to charge no additional fees in these schools except for breaks in the laboratories and material for construction in the shops; to provide free textbooks for the pupils in the schools; to continue the tuition fees of members of the University faculty at the present rates, namely, at one half the present tuition fee plus the additional fees taken over for pupils by the increase in tuition, it being understood that all of the charges herein named are to become effective beginning with the year 1920-21; and to authorize an increase in salaries of teachers in
these schools within the limits of the additional income provided through the increased tuition fees, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to grant a leave of absence to Frederick D. Bramhall of the Department of Political Science on full pay for the current year to June 30, 1926, on account of illness, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to transfer the sum of $769.57 contributed from various sources for the University Ambulance Fund to the fund for the expense of a suitable memorial for the alumni who gave their lives in the war, and, a vote having been taken, the motion was declared adopted.

President Judson submitted the following recommendation:

Leaves of absence for Professor Ernst D. Burton of the Department of New Testament and Early Christian Literature for five months from September 1, 1926, to act as chairman of a commission on Christian Education in China. It is understood that three months of this period will be the normal vacation of the department, the remaining time to be on full salary.

It was moved and seconded to concur in the recommendation of President Judson, and to grant a leave of absence to Professor Ernst D. Burton for five months from September 1, 1926, to act as chairman of a commission on Christian Education in China, it being understood that
three months of this period will be the normal
vacation of the Department, the remaining time to
be on full salary, and, a vote having been taken,
the motion was declared adopted.

Dr. Post submitted the following report
on "Health and Sanitation Conditions at the
University of Chicago":

Board of Trustees
University of Chicago.

As per your request by a motion of the
Board on October 14, 1920, I have the honor to
submit the following report on health measures
at the University:

The agencies concerned with health mat-
ters at the University are:

I. The Committee on Hygiene and Sanitation
appointed by the President of the Univer-
sity; Dr. E. O. Jordan, Chairman, Dr. J.
M. Dodson, Dr. A. Y. Carlson, Dr. W. J.
Reed, Secretary and Chief Health Officer
of the University; Ex officio: Dr. W. J.
Hentlaw, School of Education and Dr. Anna
I. Robinson, Ida Hayes Hall.

II. The Department of Physical Education.

III. The Department of Home Economics.

IV. The Housing Bureau.

1. The Committee on Hygiene and Sanitation
was established about six years ago, and subject
to the approval of the President of the University,
has general supervision of all health measures at
the University.

Policy: The general policy governing the
actions of this Committee is that the University
should endeavor to prevent disease and promote
health but should not assume the responsibility
for the treatment of diseases among the students
or faculties. They believe this policy should
be firmly adhered to, excepting only first aid
in emergencies and minor treatments.

Measures carried out under policy of preven-
tion:
1. The general sanitary conditions of all
buildings at the University are inspected by the
Committee on Hygiene and Sanitation.

2. Physical examination of undergraduates upon entrance to the University. This is required.

3. Physical examination of graduate students is offered but not required.Few apply.

4. Vaccination against small-pox or evidence of successful vaccination is required of undergraduates only.

5. Anti-typhoid inoculation is advised, and is administered gratis. About three hundred men, and fewer women accepted this year.

6. The Widal test of the blood, and bacteriological examination of the stools are made for all who have had typhoid fever.

7. All who handle food in the dining halls are given medical examinations including bacteriological examination of urine and stools, and are inoculated against typhoid, paratyphoid, and enteritis (Charter bacillus).

8. The reporting of all contagious diseases to the Health Officer is required, and the reporting of all illnesses to him is urged.

9. The drinking water supply is examined bacteriologically every week.

10. The swimming tanks are examined bacteriologically every two weeks. This includes special examination for gas-forming bacteria and a total count of all bacteria. There is a continuous filtration of the water in these tanks at the rate of sixty gallons per minute. Disinfection is carried out by ultra violet rays at the Boiler and by 1,000,000 hypochlorite solution in the Bartlett Gymnasium.

11. Sanitary inspection of the fraternity houses is made, including kitchens, ice boxes, preparation of food, sleeping quarters, and the amount of help. Physical examination of the servants is offered, but usually not accepted.

12. Instruction in personal hygiene - twenty-hour course for men and woman is elective. One lecture is given to men only. (Non-medical instruction to women in personal hygiene is given by the Department of Physical Education.)

13. Health bulletins are issued from time to time.
14. First aid is rendered in emergencies, and

15. Isolation of contagious diseases and pro-

16. A resident nurse and two sick rooms in

17. Hitchcock Hall is provided with two rooms

18. Vaccination against small-pox and inocula-

19. Inspection of food in all dining rooms is

20. Medical examination of all pupils in the

II. The Department of Physical Education;

Policy: Under this department the object of

the health program is to establish a high standard
of health and physical vigor for the women of the
University and to train them in health habits that they shall be fitted to render effective service on leaving the University."

Measures carried out: The work is conducted at 10a Hayes Hall and includes:

1. Health registration and medical examination of all undergraduate women. A thorough questionnaire is filled out on the condition of health, of the health habits of the student, and on her living conditions. The medical examinations are made by a married woman physician, a modern, whose services were engaged two and one-half hours each day during the autumn quarter. There were thirteen hundred women students to be examined. According to their physical condition they were assigned to (1) General Gymnastic Exercises, (2) Special Corrective Exercises, or (3) Resting instead of exercising.

2. Observation of the general health of these students is made as well as possible in large classes by the Physical Director of women, and special attention is given to those found to need it.

3. Instruction in personal hygiene is given in the form of health talks to freshmen twice a week for six weeks. The following subjects are discussed in a wholesome and satisfactory fashion: Clothing, Shoes, Diet, Exercises, Baths, Sleep, Contraception, and Reproduction.

B. Men

The work in this department for men includes:

1. Training in athletics.
2. Gymnasium classwork.
3. One lecture to freshmen on personal hygiene.

III. Department of Home Economics:

Under the direction of the head of this department is the purchasing, preparation, and serving of food in the University dining halls, including five women's dormitories; the censors for men; the School of Education for Children, and the special dining room in Hitchcock Hall. Each dining room is in charge of a member of the staff of the department. The food for all is purchased through the same channels, and the same quality of food is supplied to all. The preparation and service varies only as the kitchens may vary slightly.
There is a set bill-of-fare in the women's halls, but service is à la carte in all other dining rooms. In the women's halls 275 students are served and the price is $5.50 per week (formerly $4.50). There is a well-balanced wholesome diet with no restriction on the quantity except for salads and desserts. Fresh vegetables are always supplied. Only the best creamery butter is used and only fresh eggs. All bread and pastry is prepared in the bakery in Lexington Hall and delivered each morning from there to all dining halls.

Ninety per cent of the income from the students goes back to the students in the bare cost of supplies.

The present daily average number of meals served in Ida Hayes Hall, and in the Commons is 1,100 each. The average cost of meals to the women is 27 cents, and to the men a few cents more.

A lunch of milk and crackers was formerly provided for women in the dormitories between meals without cost but the privilege was so abused by providing teas and candy parties for friends that it had to be abandoned. Now extra milk is delivered to individuals upon special order.

Outbreaks of gastro-intestinal disturbances are traced more often to food brought into the halls by the students from the outside than to the food supplied through the University channels.

Complaints by the students regarding the quality of quantity of food and service are more frequent from the women than from the men, and they concern the à la carte service in Ida Hayes Hall as frequently as the table d'hote service in the women's dormitories. Actually unfit food is rarely if ever alleged, and complaints are usually in such words as, "the food is terrible." The basis probably lies in the fact that anyone is liable to tire of the monotony of any institutional fare, or that some young women are prone to wish more delicacies and pastries and less of the plain food than is served in the University dining rooms. Obviously there is no basis for the complaint that a better quality of food is served in the lunch rooms than in the dormitory dining room. Service is more difficult to obtain since the war than formerly, and criticisms of the service are at least nominal in this facet. Doubtless greater variety of food could be obtained if higher prices were charged but in our estimation this is not essential to the good health of the student and would mean hardship to many.
The following statements were made in response to one complaint which was received:

December 4, 1929.

My dear Mr. Heckman:

I have no copy of the letter I wrote to Mrs. Robertson but he probably has it on file. The substance of what I said as to mal-nutrition was that Miss Martin was apparently anemic, that I had several talks with her about her health, and that she said her condition was one of long standing. She said she had always been so closely guarded and watched over that they thought it might be a good thing for her to try a University life. She was in Foster but part of the Autumn Quarter. She had been, I think, the year before that in Beecher, and it is my impression that during her first year she lived at home. She was a very gentle, attractive girl. She was not actually ill during the short time she was here, but exceedingly languid and indifferent. I cannot feel that the University was responsible for her condition. In any individual case mal-nutrition would be difficult to prove or disprove. One person might fail to get nourishment out of food adequate for another. One sentence in the letter to President Judson rather startled me. It was to the effect that Miss Martin’s case was but one of many. I felt that an answer to that could be made only by a study of the various tests and successive records as to the general health of the girls in the halls. I do not myself believe that a general charge of mal-nutrition would be sustained.

[Signed] Bynn Reynolds
August 14, 1929.

President Harry Pratt Judson,
University of Chicago,

Mr. Heckman has asked me to make a statement to you concerning the quality and quantity of food served at the Women’s Commons.

I have been connected with the Commons for the past year. I was in charge of the service pantry and dinned up the food when it went into the dining room. I had sole charge of this work in Green Hall pantry. The quality of the food was very good and the quantity was sufficient, since second and third helpings were given whenever asked for, with the exception of ice cream and similar desserts. The quantity of service of these desserts was about what you would receive at an ordinary soda fountain. One helping was ample service of these desserts and a second helping was not expected to be asked for, but in all other provisions as many helpings as were asked for were promptly given in respect to meat, potatoes, vegetables, bread and butter and such staple foods. Sometimes a second helping of salads at noon was not given but at dinner second helpings of salad were promptly given. In the
event that the particular vegetable was not at hand, we supplied as near an equivalent as possible. I took my own meals there and found the food excellent. The students had the first service so that we in the pantry sometimes did not have ice cream. On the other hand, if there was plenty of ice cream left, we ourselves indulged in second helpings. The food was always very wholesome and no student ever complained to me in that particular and no complaint was made to me of a lack in the amount.

I have no other interest in this matter than to put the authorities of the University in possession of the facts. I am an alumnus of the Institution and expect to finish the medical course. I do not expect to have any further connection with the Commons.

(Signed) B.W. Collins.

January 25, 1920

Statement by Harry B. Vanvye, Associate in Pharmacology during the Winter Quarter.

During the Autumn of 1918 and Winter of 1919, I had charge of the curving and serving of meat at night, in Fester and Kelly Halls. During this same period, I was Assistant in the Department of Anatomy. The serving of vegetables was done by another person in my presence and at times I helped cut on serving vegetables, especially on second helpings. The quality of food is as good as any I have ever seen. I should call it excellent. I have seen, for example, some canned food of inferior quality which was immediately discarded and not served. There was a variety that I have never seen excelled. I never noticed any food of inferior quality and every effort was made to provide sufficient quantity of food for each person. I believe that as far as the demands of any individual go, they were more than satisfied with the amount of food available. A request for food was never denied to my knowledge. There have been times when a table wanted a specific food which had run out, and the persons at that table did not care for the substitute which was provided. For example, in case there was too little mashed potatoes, fried potatoes as a substitute might not have been desired. Again in the case of a shortage of food like meat in a certain hall, an effort was first made to provide that same meat from any excess which might be in any of the other halls; but if, by any chance, there was not enough in any other hall, a substitute was provided. The substitute always approached the original food as nearly as possible and every effort was made to provide the best substitutes available.

Dessert: A second helping of ice cream was
never called for. The amount of the helping of the
dessert was adequate. The dessert at noon was less
elaborate than that provided at night. The noon
dessert consisted of cupcakes, cookies, baked apples,
puddings, preserved fruit, etc. The students always
had ample food at noon. Taking my meals at the halls,
I found both the noon lunch and the dinner always ad-
quate.

The noon meal had a sufficient variety from day
to day, but was not made up of the number of articles
found in the evening meal.

I should say that under the circumstances (ill-
ness and unreliability among a few of the employees)
the best possible service was provided. During those
two quarters, it was difficult to get help entirely
reliable and permanent. A small number of the employees
often unreliable served to disrupt the service to some
extent. To the best of my knowledge, this could not be
avoided.

Among the restaurants and dining halls, which I
have seen, I have rarely seen such an effort to handle
things in a sanitary way as is done in the halls. I
have had no connection with the halls since last March.
(Signed) J. B. Van Vleth

December 17, 1929
Statement of Arnold G. Isaac, Sophomore in the
Medical Department of the University of Chicago.

I have been, for four or five quarters, in
charge of the pantry in Beecher and Foster Halls. In
that service I have charge of the carrying of the meat
and the serving of the vegetables.

In regard to the quality of the food, concerning
which I am asked, I have to say that the quality of
the food has always been excellent. There was a peri-
od during the war when it seemed difficult to secure
the first-class quality which before and after that
has been quite uniform.

The food is served family style, and the amount
apportioned to each student is as nearly equal as pos-
sible. Second helpings are unlimited to the full ex-
tent desired by the student. If the identical kind
of meat, for instance, is not on hand then something
very close to it is always provided. This is true of
both meat and vegetables. This prevails in all
parts of the service except the dessert, such as ice
cream, where it is expected that only one service
will be asked for.

The service is not only good in quality and
adequate in quantity, but there is never complaint
made of the food not being served hot. It leaves
the pantry so and is served directly from the pantry
to the table.

None of the girls have ever complained to me of
deficiency in quantity of food or of lack of good
quality of it. The only complaint I recall was made
while I was connected with Reecher Santry; it was said that the soup was cold and investigation disclosed that the soup had been served too soon and had become cool before the girls took their places. After that, we always watched the girls and served it only after the bell rang showing that the girls were ready for the service.

I have taken my own meals there continuously during the entire time I have been connected with the halls in that department, and food has been entirely satisfactory in quality. I think I should know if food of inferior quality had been served through the kitchen while I was there, and I know of no such instance.

(Signed) Arnold C. Isacc

Drexel House Report

The Drexel House is a remodeled three apartment building belonging to the University and occupied by a group of women students who are interested in home economics and who do all of the housekeeping and cooking. The requirement amounts to about one hour's work by each per day. For the one quarter the rental is $95 and Board $10. The formal report for the Autumn Quarter, 1920, is as follows:

Students in Residence 15

<table>
<thead>
<tr>
<th>Heads of house</th>
<th>Meals served for 11 weeks, 2 on week days, 3 on Sundays.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 (Head and House</td>
<td>2,565</td>
</tr>
<tr>
<td>Manager)</td>
<td>Number of guests........................................... 26</td>
</tr>
<tr>
<td>Number of house guests</td>
<td>Total number of meals .................................. 2,798</td>
</tr>
<tr>
<td>6</td>
<td>Average cost per meal 19 cents.</td>
</tr>
</tbody>
</table>

Receipts

<table>
<thead>
<tr>
<th>Board</th>
<th>Food</th>
<th>Laundry for Residents</th>
<th>Refund from Miss Taylor</th>
<th>Total</th>
<th>Income</th>
<th>Incidents</th>
<th>Breakage, etc.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>.480</td>
<td>.480</td>
<td>10.00</td>
<td>2.00</td>
<td>16.00</td>
<td>16.00</td>
<td>1.20</td>
<td>2.32</td>
<td>.51</td>
</tr>
</tbody>
</table>

$377.92

$12.29

$75.99

$11.43

$12.29

$75.99

Disbursements $12.29

Receipts $11.43

Deficit $17.94 carried forward to Winter Quarter.

(Signed) Laura T. Craig

Manager Drexel House.
IV. The Housing Bureau

The administration of this bureau is under the very able directorship of Miss Isabel Murray.

The problem of housing the University students is briefly told by the fact that there were approximately 4,500 students who registered in the Autumn quarter, 1919. Of these about 2,750 were men and 1,750 were women. The men's dormitories accommodate 316, and the women's 180. About twenty fraternity houses accommodate an average of sixteen men each. There are no sorority houses. Somewhat less than twice the number housed in dormitories live at their homes in the city. The remainder must seek rooms off the campus.

For this purpose the Housing Bureau maintains a list of 400 to 500 rooms inspected and approved by the Director or her assistant. These rooms care for nearly 800 students. The surplus live with friends in the city, small hotels and boarding houses not listed.

The price for rooms ranges from $16 to $120 per quarter for men, and higher and more difficult to find for women and these prices are rapidly being increased.

Housekeeping rooms for married couples are especially difficult to secure, and are frequently supplied with a dark, poorly ventilated kitchenette with no running water.

Colored and foreign students have great difficulty in finding rooms. A few of the former are cared for at the Colored Y.M.C.A. on Wabash Avenue, and a few of the latter at the Club House for foreign students on University property on the south side of the Midway. This latter has been difficult to maintain properly and is often actually troublesome. The Japanese, Chinese and Filipinos in outside rooms have been uniformly reported as neat and clean, and very satisfactory roomers.

Other difficulties and objections set in outside rooms are such as these:

There are few double rooms with single beds.

Many persons are required to use the same bathroom.

The meals of students in these rooms are more irregular.

Parents bringing daughters to the University are disappointed in the accommodations obtainable and many of the best class go on to some other institution.

All of the women living off Campus are not in any University social activities. The effect on both men and women of off-campus life is that
little University sentiment is developed among
them to bind their interest to the Institution in
later years.

No serious epidemic of illness has been known
to occur among off-campus students, although one
case of absence from classes of a graduate student
was investigated and found to be due to syphilis in
the secondary stage. He was in an unlisted attic
without medical attention.

Circulars issued by the Housing Bureau are
attached hereto.

Statement of Needs.

I. The working efficiency of the Committee on
Hygiene and Sanitation would be considerably in-
creased if an adequate annual budget covering the
work of the Committee could be arranged for. This
would:
(a) Facilitate planning in advance far
various health needs such as the provision of a
physician and health officer for the Summer Quarter;
the extra help necessary for physical examination
of incoming students; the supervision of living
quarters and an emergency fund which could be
drawn upon in case of a sudden outbreak of con-
tagious disease.

(b) Increase the centralization of authority
for this work, a highly desirable aim in health
matters.

(c) Tend to place the power and authority
of the Committee on a level with its responsibility.

(d) Render unnecessary the treatment of
every appointment and expenditure as a special case
to be dealt with as it arises.

II. Infirmary facilities should be increased
and improved. While it is possible that the new
Medical School Hospital might provide for certain
cases of illness among the students, general in-
firmary facilities will need to be provided oth-
erwise as a pressing need.

III. A full-time woman physician; this need is
an obvious one, and is difficult to supply properly.
Thorough search for the right kind of woman phys-
ician has been made and is being continued.

IV. More instruction for both men and women
students in important health matters.

V. Required inspection and control of hygiene
and sanitary conditions of fraternity houses.
VI. Required reporting of all illness among students to the Health Officer of the University.

VII. Medical examination of all students including graduates at time of admission and at least once each year while in residence.

VIII. A list of physicians approved by the President of the University and the Committee on Hygiene and Sanitation should be furnished to the heads of halls and to the students in order to assure them of efficient medical care in case of illness, and better to assure cooperation in controlling disease at the University.

IX. The establishment of a School of Public Health as soon as feasible. There are now ten requests for every man prepared to do public health work, and as other schools are now establishing instruction in this line an important place of our opportunity lies in the present. We have a remarkable teaching laboratory in the University itself and in the City of Chicago.

X. In the Hoyt Hall the drinking water is warm, said to be due to the fact that the drinking water pipes lie close to the hot water pipes. This should be corrected if possible.

XI. Providing for serving milk at cost, at any hour of the day in the women's dining room and perhaps in all dining rooms.

XII. Consideration by the Board of Trustees of the advisability of charging all students a small fee ($2 to $5 per year) to provide for the more complete health provisions at the University. This might entitle the student to preliminary accommodations for a limited period, or to a short course on personal hygiene.

XIII. Increased housing facilities are urgently needed for both men and women undergraduates, for graduate students, and for younger members of the faculties. This subject is of such vital importance to the welfare of the University that we suggest this be made the object of special investigation and report.

General Statement

While some other Universities are assuming responsibility for the treatment of disease among their students as well as prevention, our policy to undertake prevention only in my opinion is correct.

The earnestness and efficiency of all who have a part in the health program at the University should
be the source of genuine satisfaction to the Board of Trustees. It is worthy of our heartiest appreci-ation that the health record of our University has been excellent. This is due largely to the efforts of the President of the University and the Committee on Hygiene and Sanitation and the cooperation of the various departments above discussed. (Signed) Wilbur E. Post
Dated - April 3, 1920

The acting President of the Board expressed to Dr. Post the appreciation of the members of the Board for his comprehensive and thorough report.

It was moved and seconded that a committee consisting of Dr. Post, Haase, Swift, Rosenwald, and Gilley in cooperation with President Judson and Mr. Hackman, be appointed to consider the entire statement of need presented in Dr. Post's report and to investigate and report to the Board a recommended program of action, and, a vote having been taken, the motion was declared adopted.

The Business Manager called attention to the desirability of providing some arrangement whereby members of the faculty and employees of the University may be offered the advantage of cooperative purchasing of food supplies through the University.

It was moved and seconded to refer the matter of cooperative purchasing of food supplies for members of the faculty and employees of the University to the Committee on Buildings and Grounds with power to act, and, a vote having been taken, the motion was declared adopted.
Upon the recommendation of the Business Manager, concurred in by Judge Baldwin, it was
moved and seconded that the University make no
objection to the carrying out of the plan of turn-
over the Foster Hospital Fund in possession of the
Trustees and Officers of the Chicago Baptist
Hospital Association to the Baptist Old People's
Home at Maywood, and, a vote having been taken,
the motion was declared adopted.

The Business Manager presented the fol-
lowing communication:

Board of Trustees,
University of Chicago,

The quadrangle Club have notified the
University that they have succeeded in raising
by subscription prior to April 1, the $350,000
toward the erection of the new club house, in com-
pliance with the terms under which the University
was to pay an additional $20,000.

I have to report that the architect of the
new club house reported on March 11 that the
present bid for its construction aggregate
$263,911, these bids, however, not being in all
particulars firm bids, but, on the other hand,
subject to advance in the event of advance of
materials or labor cost, or both. It seems to
be the common judgment that it would not be
prudent to proceed at once with the letting of
contracts.

In view of this situation, the Presi-
dent of the Club would like a suggestion from
the University as to the course which ought to be
pursued, to hold the progress already made. It
is possible, of course, that conditions may as
adjust themselves in a reasonable time that lower
bids may be secured, in which event all parties
might agree that building should be done. If nothing is done and the matter shall drift on indefinitely, some of the subscribers, [secured by the Club], might feel that, whether technically so or not, they should not be held bound by their subscriptions. It seems clear that the club house, as at present planned, cannot be built within any definitely determinable period in the future at a cost of $100,000.

If it is still the desire of your Board that the club house, as at present planned, should be built, the Board could, if, with the consent of the subscribers, valid subscriptions aggregating not less than $50,000 should be turned over to the University, set aside, as fast as payments thereon are made to the University, amounts equal to three times the amounts of such payments up to the full amount paid on such subscriptions not to exceed $150,000, the combined amount together with all interest thereon to constitute a fund to be held by the University for the erection of the club house as soon as conditions warrant. This would probably involve an extension of the period within which a club house was to be built under the terms of the quadrangle Club lease.

(Signed) Wallace Bechman

It was moved and seconded to defer action upon this suggestion of the Business Manager until the next meeting of the Board, and, a vote having been taken, the motion was declared adopted.

The Business Manager reported that he had received a request from the Morgan Park Academy to make a lease upon the vacant five acres formerly occupied by Morgan Hall. He advised, that in his opinion, it is not expedient to effect a lease on this property at this time.

It was moved and seconded to concur in the recommendation of the Business Manager and to decline to make a lease upon the vacant five acres formerly occupied by Morgan Hall, and, a vote having been taken, the motion was declared adopted.
Various members of the Board expressed the opinion that the University should be receiving a larger rate of interest on its daily cash balance in the bank.

It was moved and seconded to refer to the Business Manager the matter of the rate of interest on the daily bank balance with the request that he take action toward obtaining a larger rate of interest, and, a vote having been taken, the motion was declared adopted.

The Business Manager presented the following report on the consumption of coal:

March 24, 1920

During the month of February, 1920, (29 days) we burned 2,697 tons plus 1,600 pounds, on average of 88.3 tons per day, and in February, 1919, we burned 2,601 tons plus 1,125 pounds, an average of 92.8 tons per day.

The mean average temperature for the month in 1920 was 25.8°, and in February, 1919, it was 10.5°. In other words, for basis of comparison we burned in 1920, 209 tons less coal than in 1919, and the month was 4.7° colder than in 1919. At $5.00 per ton, this is a saving of $5,065 for the month.

The Business Manager reported that thefts from lockers are not insurable, the University having no insurable interest in the property.

The Business Manager presented the following report showing the rate of increase in the rents for the buildings owned by the University:

<table>
<thead>
<tr>
<th>Rate of Interest on Bank Balance</th>
<th>Coal Consumption, Report on</th>
<th>Theft Insurance, Report on</th>
<th>Rents of Buildings, Increase in</th>
</tr>
</thead>
<tbody>
<tr>
<td>1920</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The Trustees of the University of Oregon

#26 — Board of Trustees
April 13, 1920

<table>
<thead>
<tr>
<th>BUILDINGS</th>
<th>AREA 1919</th>
<th>RENT 1919</th>
<th>RENT 1920</th>
<th>INCREASE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tacoma</td>
<td>56,433</td>
<td>2,123</td>
<td>2,133</td>
<td>160.2</td>
</tr>
<tr>
<td>Security</td>
<td>44,488</td>
<td>20,678</td>
<td>20,763</td>
<td>95.0</td>
</tr>
<tr>
<td>Chemical</td>
<td>27,708</td>
<td>44,100</td>
<td>44,100</td>
<td>0.0</td>
</tr>
<tr>
<td>Less</td>
<td>75,480</td>
<td>10,017</td>
<td>10,017</td>
<td>0.0</td>
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<tr>
<td>Shops</td>
<td>27,322</td>
<td>40,000</td>
<td>40,000</td>
<td>0.0</td>
</tr>
<tr>
<td>Great Lakes</td>
<td>42,166</td>
<td>42,100</td>
<td>42,100</td>
<td>0.0</td>
</tr>
<tr>
<td>Bowman</td>
<td>16,016</td>
<td>16,000</td>
<td>16,000</td>
<td>0.0</td>
</tr>
<tr>
<td>LeVernes</td>
<td>27,658</td>
<td>30,000</td>
<td>30,000</td>
<td>0.0</td>
</tr>
<tr>
<td>Total</td>
<td>270,358</td>
<td>247,144</td>
<td>247,144</td>
<td>0.0</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>BUILDINGS</th>
<th>1919</th>
<th>1920</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tacoma</td>
<td>82,31</td>
<td>82,860</td>
</tr>
<tr>
<td>Security</td>
<td>2,860</td>
<td>2,976</td>
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<tr>
<td>Chemical</td>
<td>2,376</td>
<td>2,510</td>
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<tr>
<td>Less</td>
<td>2,243</td>
<td>2,399</td>
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<tr>
<td>Shops</td>
<td>2,428</td>
<td>2,513</td>
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<tr>
<td>Great Lakes</td>
<td>15,773</td>
<td>16,133</td>
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<tr>
<td>Bowman</td>
<td>1,013</td>
<td>1,013</td>
</tr>
<tr>
<td>LeVernes</td>
<td>1,200</td>
<td>1,200</td>
</tr>
<tr>
<td>Total</td>
<td>34,712</td>
<td>35,712</td>
</tr>
</tbody>
</table>

The Business Manager made an informal statement concerning the purchase of property on Harper Avenue.

Adjourned.

Acting Secretary
The regular monthly meeting of the Board of Trustees was held in the office of the President of the University, Harper Memorial Library, on Tuesday, May 11, 1920, at 2 p.m.

There were present: Mr. Gray, in the chair, Messrs. Arnett, Baldwin, Donnelley, Felenthal, Gilkey, Holman, Juson, Parker, Post, Scott and Smith; also Messrs. Heckman and Flinton.

Messrs. Bartlett, Hughes, Hutchinson, McCormick, MacLeish, Rosewald, Ryerson and Swift sent word of their inability to be present.

Prayer was offered by Mr. Dickerson.

The minutes of the meeting held April 13, 1920, were approved.

The Secretary, recently returned to his duties after his absence on account of sickness, expressed his appreciation of the thoughtfulness and generosity of the Board as exemplified in the leave of absence granted him. He called attention, also, to the excellent service of the Auditor, Mr. Arnett; the Assistant Auditor, Mr. Flinton; and particularly of the Cashier, Mr. Moulis and of Mr. W. J. Mather, all of whom with a spirit of helpful cooperation had assisted in carrying on the work of the Secretary's office without diminution of its efficiency.

It was moved and seconded to place on record the sense of appreciation of the service rendered by Messrs. Arnett, Flinton, Moulis and Mather during the absence of the Secretary and to instruct the
Secretary to express to them on behalf of the Trustees their appreciation of the very efficient and kind services they have rendered, and, a vote having been taken, the motion was declared adopted.

The Secretary presented a minute from the Committee on Press and Extension asking consideration at this meeting of the Board of a report on the Journals Division of the Publication Department of the University Press prepared by the Assistant Auditor. After a full discussion of the matter of University Journals the subsidies given to ensure their publication and their educational values,

It was moved and seconded to refer the report and the whole matter of publication of the journals to the Committee on Press and Extension requesting the Committee to make specific recommendations looking toward a reduction in the amount now appropriated as subsidy to ensure the publication of the journals, and, a vote having been taken, the motion was declared adopted.

The Secretary submitted the report of the Business Manager made to the Board at the April meeting concerning the situation relative to the proposed Quadrangle Club building.

It was moved and seconded to adopt the following preamble and resolution:

This Board having been advised that the Quadrangle Club has received valid subscriptions to the extent of $50,000 toward the erection of the proposed Quadrangle Club building, it is now
Resolved that we do hereby confirm our previous pledge of $150,000; and further, that as soon as we shall be advised that the subscriptions obtained by the Quadrangle Club have been paid to the extent of $50,000, and that the same are available to the University, and when we shall have become further satisfied that the club-house can be built according to the plans of the architect for the sum of $200,000, the University will pay its pledge of $150,000 in amounts as required for building purposes; and further it is

Resolved that if the Quadrangle Club subscription funds shall be paid to the University that such interest on the fund shall earn shall be used for the benefit of the club building fund as it shall require, and, further it is

Resolved that the University shall extend the time in which said building is to be erected until it shall agree with the Quadrangle Club that the building can be built for $200,000 according to the plans of said architect, and, also, that the present lease be extended accordingly.

and, a vote having been taken, the motion was declared adopted.

The Secretary presented a minute from the Committee on Buildings and Grounds recommending that an appropriation of $10,129.14 be made for alterations of the house at 5817 Kenwood Avenue to fit it for use as a women's dormitory, this amount to be charged to an unused appropriation of $15,000 made for the purpose of transforming this house into a Home Economics Laboratory, the remainder of the appropriation being transferred back to General Reserve.

It was moved and seconded to concur in the recommendation, to appropriate $10,129.14 for alterations of the house at 5817 Kenwood Avenue to fit it for use as a women's dormitory, the amount to be charged to the unused appropriation of $15,000 hitherto made for altering this building into a
Home Economics Laboratory, the balance remaining of the original appropriation to be transferred back to General Reserve, and, a vote having been taken, the motion was declared adopted.

Upon the recommendation of the Business Manager,

It was moved and seconded that authority be granted to George G. Fairweather to sign checks and vouchers drawn upon the General Account in place of the Business Manager until July 1, 1921, unless the authority granted to Mr. Fairweather thus to sign shall be revoked by the Board of Trustees, or the Business Manager, and, a vote having been taken, the motion was declared adopted.

Upon the recommendation of the Business Manager,

It was moved and seconded that checks and vouchers, until July 1, 1921, may be paid by the Corn Exchange National Bank, if properly signed and countersigned, when countersigned by John F. Houlde, unless the authority granted to Mr. Houlde thus to countersign shall be revoked by the Board of Trustees, or the Business Manager, or the Secretary, and, a vote having been taken, the motion was declared adopted.

The Secretary presented the following communication:

April 27, 1920
Board of Trustees,
University of Chicago.

At the meeting of the Board held March 9, 1920, there was referred to the Committee on Instruction and Equipment with power to act the adjustment of labora-
Office of the President

May 11, 1920.

Board of Trustees

The following changes were made by the Committee:

I. Laboratory fees in the School of Education:
   1. Increase to $5 per major for laboratory fees for all courses in Food and Nutrition which now have a fee of $3 per major.
   2. Materials Fee of $2 per major for courses #45 and #46 in Food and Nutrition.
   3. Elimination of the fee for course #38 in Food and Nutrition.
   4. Increase to $2 per major for materials fee for the courses in Household Art which now have a fee of $1.50 per major.

II. Fees for Courses in Law School:
   1. Students registered in the Graduate Schools shall pay $5 per major extra for each Law course, where not to exceed three major courses (College and Law together) is taken. For each major Law course taken in excess of three majors the fee shall be $20.
   2. Students registered in the College shall pay $2.50 extra for each Law course, where not to exceed three major courses (College and Law together) is taken. For each major Law course taken in excess of three majors the fee shall be $20.

At the same meeting of the Committee, and in connection with the adjustment of fees in the Laboratory School of the School of Education, the following adjustment of fees for students taking part in the School of Commerce and Administration was effected:

1. Commerce and Administration students pay the regular laboratory fees in Science, just as do the Arts, Literature and Science students.

2. Commerce and Administration students pay no materials fees when taking Art and literature courses for which materials fees are charged.

3. Commerce and Administration students pay no extra fees when taking courses given by the Law School, since the Law School fees are lower than those of the School of Commerce and Administration.

4. Law School students taking Commerce and Administration technical courses pay a fee of $2.50 per major (without additional materials fee).

5. Graduate students in Arts, Literature and Science pay a fee of $10 per major (without additional materials fee) when taking Commerce and Administration technical courses.

6. Undergraduate students in Arts, Literature and Science are not admitted to technical Commerce and Administration courses, and therefore the problem of fees does not arise in their cases.

Exceptions: These technical courses have been open in Summer Quarters in the past, and certain promises are outstanding with respect to the Summer
Quarter, 1920. It is therefore recommended that for this and Summer quarter undergraduate students in Arts, Literature and Science may take Commerce and Administration technical courses on the payment of a fee of 310 (without additional materials fee) per major.

The Committee having been empowered by the Board to enact these fees, notice has been sent to the several persons concerning all the changes made. Report of these changes is now made to the Board and its approval of the Committee's action is requested.

(Signed) J. Spencer Dickerson

It was moved and seconded to approve the action of the Committee on Instruction and Equipment in adopting changes in student fees as reported by the Secretary, and, a vote having been taken, the motion was declared adopted.

The Secretary reported that the Committee from the faculties to confer with the Trustees' Committee on insurance of members of the teaching staff consists of Dean R.P. Hall, H.O. Gale and H.A. Millie.

The Secretary read a letter from Mr. E.B. Burton conveying his thanks to the Board of Trustees for its action granting him leave of absence to act as chairman of a commission on Christian education in China.

At the meeting of the Board held October 14, 1919, a committee consisting of Messrs. Parker, Holden and Swift was appointed to nominate members of the Board to fill vacancies.

It was moved and seconded to continue the nominating committee appointed October 14, 1919, to fill vacancies on the Board if necessary to nominate Trustees to fill the places of those whose
term expires at the next annual meeting as well as to
nominate officers of the Board, and, a vote having
been taken, the motion was declared adopted.

Upon the recommendation of the Business Manager,
It was moved and seconded to authorize the
President, Vice-Presidents of the Board, and the Chair-
man or Acting Chairman of the Committee on Finance and
Investment to execute on behalf of the University of
Chicago all bonds, certificates or other documents re-
quired by the United States Government of the Univer-
sity of Chicago, and, a vote having been taken, the
motion was declared adopted.

The Auditor submitted estimates of the out-
come of the Budget for 1919-20 based on actual results
for ten months and estimates for two months accom-
pounded by the following communication:

Board of Trustees
University of Chicago.
I submit a report giving an estimate of the
probable outcome of the Budget receipts and expendi-
tures for the fiscal year ending June 30, 1920.
The University finds itself in an entirely
new situation, as described in detail in the report
submitted to you on November 11, 1919, in which it
was stated that the increase of students and the
higher cost of wages and supplies necessitated in-
creased expenditures over the original estimates for
instruction, equipment and supplies, and for the
maintenances and operation of buildings and grounds.
In the estimate made on that date the in-
crease in the individual salaries which had been
made at that time were taken into consideration.
Since then there have been other increases in the
salaries of the faculty, notably that of the Depart-
ment of Commerce and Administration, and in the
salaries of administrative officers, clerks, and
employees of the Department of Buildings and Grounds,
all of which have made the expenditures heavier
than was reported in the previous statement. Not-
withstanding this large increase in expenses in ex-
cess of the estimates, it will later be observed
that the estimates of income now presented are some-
what more than sufficient to meet the situation and
to release the sum of $111,164, which was set aside
from Contingent Reserve if the income should be in-
sufficient to that extent.

The total income as now estimated, after de-
ducting the amount underwritten from General Reser-
ve, is $2,231,465. The total expenditures as now estimat-
ed are $2,617,300, a net surplus of income as estimat-
ed of $414,157, which will be applied to the repayment
of items underwritten from General Reserve.

In the estimates of income the dividends from
the original Standard Oil stocks are placed at
$430,000. The amount actually received last year was
$451,477. There has been a net decrease in these
dividends during the current year, however, and the
amount indicated is believed to be a conservative
estimate for the year.

An analysis of the revised estimates of in-
come as compared with the original estimates shows
the following variations: (1) The student fees are
in excess of the original estimate $293,609. (2) The
interest on General Account investment and on bank
balances, for which no estimate was originally made,
is $16,650. (3) The income from investments, includ-
ing the estimated income from the Standard Oil stocks
and increases in income from Western Pacific stock
and fee property, is greater than the original esti-
mates of income from these sources by $160,759. (4)
Miscellaneous receipts $9,000, a total of $560,455.
There are decreases in income as follows: (5) Amount
set aside from Special Contingent Reserve to under-
write the estimated deficit for the current year
now believed not to be needed $111,164, net excess
of income over original estimates $391,932.

An analysis of expenditures shows excesses
over the original estimates as follows: (1)
Building and Grounds expense $166,783; (2) instruc-
tion $140,725; (3) administration expense - general
and educational $79,670; (4) equipment and supplies
for departments $94,298; (5) cataloging $20,500;
(6) journals subsidy $13,700; (7) scholarships and
student service $14,375; (8) books $4,500; total
$465,223 less (9) Contingent Fund $15,411, net,
$449,812.

This includes items underwritten from General
Reserve amounting to $96,044.

It will be seen that from the foregoing esti-
mates the budget receipts are now considered suffi-
cient to pay all expenses of the budget without call-
ing upon the Contingent Reserve, and to allow a sur-
plus of $14,157 to repay General Reserve partly for
appropriations made for special items.

It is therefore requested that authority be
given to the Committee on Expenditures to allow ex-
penditures in excess of appropriations as may be nec-
essary to the amounts shown in the accompanying re-
port, and that authority be given to the Auditor to
audit them.

(Signed) H.C. Plimpton
Assistant Auditor
It was moved and seconded to authorize the Committee on Expenditures to allow expenditures in excess of appropriations, as may be necessary, to the amounts shown in the accompanying report and to authorize the Auditor to audit them, and, a vote having been taken, the motion was declared adopted.

The Auditor submitted a report with financial statements dated March 31, 1920, covering the first three quarters of the current fiscal year.

The report was received and ordered placed on file.

The Auditor submitted a statement of the Talcott Scholarships Fund created in 1896.

The statement was received and ordered placed on file.

Upon the recommendation of the President of the University,

It was moved and seconded to adopt the following preamble and resolution:

Whereas, by the terms of the gift of Mr. LeVerne W. Hoyes for the establishment of the LeVerne Hoyes Foundation for providing scholarships for those who have served in the war for liberty the University is entitled to use 20 per cent of the annual income for the purpose of providing instruction in the Departments of Political Economy, Political Science, and Sociology, and

Whereas, because of the present demand for scholarships the University has waived for the years 1918-19 and 1919-20 the exercise of this right, and has devoted the full income to scholarships for the purpose intimated,

Therefore be it resolved, that the amount of income for instruction to which the University is entitled under the terms of the gift and which has
been devoted to scholarships, be placed on the books of the University for record, with the understanding that at any time in the future the University may use the 20 per cent of income for instruction which it did not use in the years 1918-19 and 1919-20, if circumstances make it advisable.

and, a vote having been taken, the motion was declared adopted.

It was also moved and seconded that in the budget for 1920-21 there be not waived the right to use the 20 per cent of the income from the Hoyes Foundation for the purpose of providing instruction in the Departments of Political Economy, Political Science and Sociology, and, a vote having been taken, the motion was declared adopted.

The President of the University announced that he had received a gift of an additional $25,000 from Mr. John D. Rockefeller, Jr., provided an equal amount is secured from other donors, for the purposes of the Oriental Institute and the purchase of material in the Near East by Professor J. H. Breasted now in Mesopotamia. He further reported that he confidently expected to secure other gifts for this purpose amounting to $25,000.

The President of the University announced that Mrs. Helen Swift Meilson, of Chicago, had contributed $25,000 to the University's American Book Purchase Fund, payable in 5,000 installments with interest on the balance each October for the next five years.

It was moved and seconded to accept the gift of $25,000 of Mrs. Helen Swift Meilson for the American Book Purchase Fund on the conditions stated and to in-
restrict the Secretary to express to her the thanks of the Board for her generosity, and, a vote having been taken, the motion was declared adopted.

The President of the University called attention to the recent gift of Mr. John D. Rockefeller of $50,000,000 to the General Education Board, the intention of the donor being to assist universities and colleges in increasing the salaries of members of their teaching staff. He recommended that the Board of Trustees place a request before the General Education Board for funds to meet the serious needs of the University, proposing the adoption of the following to be submitted by the Secretary:

The General Education Board:

The Board of Trustees of the University of Chicago, at a meeting held May 11, 1920, voted to request from the General Education Board an appropriation towards an increase of salaries in the teaching staff of the University, of the sum of One Hundred Thousand Dollars a year, it being understood that such sum shall be available during the year beginning July 1, 1920, and thereafter for a period of three years, in accordance with the following suggestions:

The University undertakes to secure the sum of Two Million Dollars, in cash or good securities, by the first of July, 1923, the same to be used in providing for advanced graduate work and research work in the Departments of Physics and Chemistry.

When said fund of Two Million Dollars is secured, the University requests that the General Education Board, in lieu of its appropriation of One Hundred Thousand Dollars a year, grant to the University securities yielding approximately that sum.

It was moved and seconded to approve the request to the General Education Board as recommend-

by the President of the University and to author-
the laying it before that Board, and, a vote having been taken, the motion was declared adopted.

The President of the University reported that the attendance for the Spring Quarter on the dates of April 26, 1920, shows 4,112 in the Quadrangles and 1,004 in University College, total 5,116. These figures correspond with 3,497 in the quadrangles and 853 in University College, total 4,330 in the Spring Quarter of 1919, a total gain of 786.

The President of the University submitted the following recommendations of the Committee on Instruction and Equipment:

Leaves of absence for Professor James H. Tursts of the Department of Philosophy from January 1, 1921, to June 30, 1921, without salary, in order that he may accept an invitation to teach in Columbia University, New York.

Appointment of J. Fred Rippy to an instructorship in the Department of History for three years from October 1, 1920, at a salary of $1,500, $1,600, and $1,700 per year.

Appointment of Mildred Hart to an instructorship in the Department of Romance Languages and Literatures for one year from October 1, 1920, at a salary of $1,800.

Appointment of the following as Associates in the Department of English for one year from October 1, 1920, at a salary of $1,200 each: Mary King Macdonald, (Mrs.) Lee Fiske Flanagan, (Mrs.) R. Dr. C. Gayet, Marion V. Lapham, James Kenny Roberts, Edward Ayers Taylor, Anna F. Cooper.

Appointment of Trustee Elmo Seibert and [and (Mrs.)] Wayne I. Lodge as Associates in Mathematics for one year from October 1, 1920, at a salary of $600 each.

Appointment of Paul MacIntosh to an instructorship in Geology for one year from October 1, 1920, at a salary of $1,500.

Appointment of J.J. Mettiger to an assistant professorship in the Department of Physiological Chemistry for one year from April 1, 1920, at a salary of $2,500.

The following appointments in the School of Commerce and Administration:

<table>
<thead>
<tr>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>James H. Tursts</td>
</tr>
<tr>
<td>J. Fred Rippy</td>
</tr>
<tr>
<td>M. Hart</td>
</tr>
<tr>
<td>E.W. Flanagan</td>
</tr>
<tr>
<td>M.R. Sayer</td>
</tr>
<tr>
<td>M.R. Macdonald</td>
</tr>
<tr>
<td>M.J. Lapham</td>
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<tr>
<td>J.H. Roberts</td>
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<tr>
<td>R.A. Taylor</td>
</tr>
<tr>
<td>A.A. Cooper</td>
</tr>
<tr>
<td>R.H. Zeiler</td>
</tr>
<tr>
<td>M.R. Lodge</td>
</tr>
<tr>
<td>P.M. Clark</td>
</tr>
<tr>
<td>J.H. Mettiger</td>
</tr>
</tbody>
</table>
Edward A. Duddy to an instructorship for one year from July 1, 1920, at a salary of $2,500.
Albert E. Keister to a lectureship for one year from October 1, 1920, at a salary of $2,500.
Jay P. Christ to an instructorship for one year from October 1, 1920, at a salary of $2,500.
Curtis E. Hitchcock to an instructorship for one year from October 1, 1920, at a salary of $5,000.
Florence Richardson to an assistant professorship for one year from October 1, 1920, at a salary of $2,100.
Robert E. Taylor to an instructorship for one year from October 1, 1920, at a salary of $2,500.
Appointment of Mrs. C. M. Moyer as assistant resident physician of the Children's Memorial Hospital.
Appointment of Carl Frederick Tausch to an instructorship in Philosophy for one year from October 1, 1920, at a salary of $2,500.
Acceptance of the resignation of James Fordland Angell, Professor and Head of the Department of Psychology, to take effect June 30, 1920.
Recommendation that the President of the University be authorized to negotiate for appointments in the Department of Physical Culture and Athletics for women on the basis of two appointments of $2,100, two at $1,500, and two at $1,000.

It was moved and seconded to concur in the recommendations, to make the appointments and reappointments, to grant the leave of absence, all as recommended, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to accept the resignation of Dean J.R. Angell as recommended, to instruct the Secretary to communicate to him the regret of the Board on terminating his long and valued connection with the University and an expression of the interest the Board feels in his future success, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to authorize the
President of the University to negotiate for appointments in the Department of Physical Culture and Athletics for women on the basis, as recommended, of two appointments of 22,100, two at 31,800 and two at $1,750, and, a vote having been taken, the motion was declared adopted.

At the meetings of the Board held June 10, 1919, and January 13, 1920, a total sum of $20,000 was appropriated from General Reserve for purchase of books in Europe. It appearing from investigations made by the President of the University that such purchase at the present time is inadvisable,

It was moved and seconded to rescind the motion appropriating $20,000 for purchase of books in Europe and to transfer this amount back to General Reserve, and, a vote having been taken, the motion was declared adopted.

The President of the University submitted the following lists of members of the faculties desiring to give excess instruction for cash or for vacation credit as indicated, recommending that their requests be granted:

**Spring Quarter, 1920**

<table>
<thead>
<tr>
<th>Name</th>
<th>To be earned</th>
<th>Accumulated at present</th>
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</thead>
<tbody>
<tr>
<td>Bellamy, A.W.</td>
<td>4 months</td>
<td>6 months</td>
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<tr>
<td>Boynton, F.H.</td>
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<tr>
<td>Burgess, E.W.</td>
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<td>0</td>
</tr>
<tr>
<td>Chamberlain, C.J.</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Coleman, A.</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Cowles, E.C.</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Eagle, R.G.</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Loring, G.J.</td>
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<tr>
<td>Marshall, L.C.</td>
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To be earned  Accumulated at present

<table>
<thead>
<tr>
<th>Name</th>
<th>Time</th>
<th>Hours</th>
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<tbody>
<tr>
<td>Ehrman, C. H.</td>
<td>4 months</td>
<td>1 month</td>
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<td>Ellis, W. A.</td>
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<td>Piepke, K.</td>
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<td>Proctor, H. W.</td>
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<td>Salsbury, M.</td>
<td>4</td>
<td>2</td>
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<tr>
<td>Slaughter, R. E.</td>
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<tr>
<td>Goodspeed, E. J.</td>
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<tr>
<td>Mathews, S.</td>
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<tr>
<td>Smith, J. B.</td>
<td>2</td>
<td>1</td>
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<tr>
<td>Judd, C. H.</td>
<td>4</td>
<td>1</td>
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<tr>
<td>Wang, Ch. Cho</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

Vacation credit except those marked.

Department of Arts, Literature and Science.

Spring quarter:
- Bice, C. M. 2 months 0 months
- Biles, G. A. 4 0
- Bonner, J. P. 2 0
- Cannon, F. M. 4 0
- Carlson, A. J. 4 0
- Clark, W. B. 4 6
- Coulter, J. W. 2 14
- Cross, T. P. 2 0
- David, W. E. C. 2 2
- Dickson, L. E. 4 0
- Dodd, W. E. 0 7
- Dudley, Gertrude 2 0
- Jones, W. D. 4 2
- Kesler, James 2 0
- Land, W. J. G. 4 8
- MacClintock, W. D. 4 0
- Moore, A. W. 4 3
- Moore, E. H. 4 0
- Seif, T. E. 4 3
- Schlesinger, H. I. 4 0
- Scott, A. F. 4 10
- Shrubb, G. W. 4 6
- Wells, H. G. 4 16
- Wilkins, Z. H. 4 0

School of Education:
- Trilling, Mabel 4 months 0
- Pilkey, M. 1 2

It was moved and seconded to permit the persons named to give excess instruction for vacation credit or for cash as indicated during the Spring and Summer Quarters, 1920, for the periods specified, and, a vote having been taken, the motion was declared adopted.
The Business Manager presented the following communication:

March 29, 1920

Committee on Finance and Investment,
University of Chicago.

The Chemical Building at 115-121 North Decatur Street, situated immediately west, across the alley from the Unity Building, has a frontage of sixty feet by a depth of eighty feet. The lease has seventeen years to run. The ground rental is $37,000 per year. The building has not been operated at a profit for a couple of years.

The building cost the donor $250,000. Repairs have been made to the extent of $14,100, total $299,100. Net income, 1918-19, $1,605; 1919-20; $31,000; estimated income, 1920-21 $35,000.

We have made improvements as follows: Elevators 29,754.18; engine room 268.87; third floor 35,197.79; electric light and fixtures and miscellaneous $700.11. Total $316,165.45.

Neither Mr. Louis A. Becker nor Mr. Walter Wilson placed any present value upon the building and leaseholds. Mr. Becker thought the building might have some value to some future purchaser who desired the site. The negotiation with Mr. Thompson for the two leaseholds has apparently been abandoned by the proposed purchaser. I should like to recommend that authority be given to sell the Chemical Building leasehold and building at a price to net the University $120,000.

(Signed) Wallace Ackerman


It was moved and seconded to approve the informal action of members of the Committee on Finance and Investment and to authorize the Business Manager to sell the Chemical Building leasehold and building for a price to net $120,000 to the University, and, a vote having been taken, the motion was declared adopted.

The Business Manager submitted the following report:

April 19, 1920

Board of Trustees
University of Chicago.

The situation of the Chicago & Eastern Illinois Railroad is such that it is not likely that the back interest will be paid in cash. Four mil-
lion dollars of compensation has been awarded by the
government although not yet paid. An endeavor is be-
ing made to affect a reorganization. The stock-
holders will be asked if some definite plan can be
agreed upon to advance some cash. Since the
Pennsylvania Company and other important roads are
only able to secure cash by the sale of 7% bonds at
a discount of 4%, such roads as the Chicago &
Eastern Illinois would probably find the task diffi-
cult if not impossible. It is expected that as soon
as the $4,000,000 allowance is received that the
current interest will be paid in cash. The stock
is selling at around 9% or 9½ a share.
(Signed) Wallace Heideman

The Business Manager submitted the follow-
ing report:

May 11, 1920
Board of Trustees,
University of Chicagro.

It appears to be the expectation of the
board of directors of the Western Pacific Railroad
Corporation to pay the withheld preferred dividends
of 2½ for the twenty-six months of federal control.
These dividends are not cumulative. The 2½ divi-
dends paid represented the revenue and available in-
come applicable. It is expected that additional
payments from the government for that period will
justify the payment of the 2½ additional.
The government offered to the railroad com-
pany a rental of $1,900,000 per annum, being the
average earnings of the three years prior to June
30, 1917, and finally on August 21, 1918, raised
this offer to $2,302,000. Inasmuch as the main line
had been bankrupt from July 1, 1914, to July 14, 1916,
and as the reorganized company had made substantial
investments of new money in feeders, in branch lines
and in new equipment, the returns on which were not
reflected by income accruing prior to July 1, 1917,
and inasmuch as its net operating income from July
14, 1916 to December 31, 1916, had been $1,201,306
and for the year 1917, $1,116,920, the directors
could not consistently accept either of these offers
and they have therefore brought proceedings to de-
terminc the amount of the government's obligation
therefor.

The collection of the judgment, in favor
of the Western Pacific, against the Denver and Rio
Grande, $3,000,000, is progressing. On May 4 last
the court authorized a levy on the property of the
Denver and Rio Grande Railroad of between $2,000,000
and $3,000,000. The ultimate collection of the am-
ount may fairly be expected.
The University is the owner of 6,590 shares
of preferred stock and 9,885 shares common stock
in the Western Pacific Railroad corporation.
(Signed) Wallace Heideman.
The Business Manager reported progress in his negotiations with the Corn Exchange Bank relating to an increase of the rate of interest payable on balances.

The Business Manager reported that he had been unable to collect the principal and interest due on the bonds of the Western Stone Company.

It was moved and seconded that the Business Manager be instructed to press the collection of the principal and interest due on the bonds of the Western Stone Company, of Chicago, and, a vote having been taken, the motion was declared adopted.

In accordance with the vote of the Board at the meeting held March 9, 1920, the Business Manager reported that insurance of employees and members of the teaching staff had been effected and that the following communication had been prepared to be sent to the various persons concerned:

To the Members of the Staff of the University of Chicago, who are included under the Group Life Insurance Plan:

I take pleasure in presenting to you, by authority of the Board of Trustees, this certificate of Group Life Insurance. It is given to you in appreciation of your loyalty in forwarding the interests of the University and in the hope that your continued association with it may prove of mutual benefit and satisfaction.

Yours very truly,

[Signature]

(To be delivered to the Office of the Auditor)

To the University of Chicago,

W. H. Wadsworth

Chicago, Illinois.

The undersigned requests that the following person be designated as the beneficiary in the policy of Group Life Insurance, covering me as an employee of the University of Chicago:
May 11, 1920

Name of beneficiary

Address of beneficiary

Age of beneficiary

Relation of insured to beneficiary

I desire the insurance paid to the beneficiary named

1) In a lump sum

2) In installments as follows:

In the event the beneficiary named should die before the undersigned, it is understood that the University will make the payments in the manner provided for where no beneficiary is named.

I understand that it is desired to name as a beneficiary a person, preferably a member of my immediate family, who will best be able to handle the proceeds of this policy for the benefit of those, if any, to whose support I may be contributing, and I hereby certify that I have made the above selection in accordance therewith.

I also understand that upon receipt of notice that this designation of beneficiary is accepted, the same becomes binding, under the terms and conditions of the policy, unless I later change the name of the beneficiary, and the manner of making payments, with the approval of the University.

Signed

Witness:

(From this application should be witnessed by the head of the department in which the insured is employed.)

Approved, Beneficiary

Payments [lump sum (installments)

THE UNIVERSITY OF CHICAGO

The University of Chicago has insured the lives of certain employees under the Group plan of the Aetna Life Insurance Company of Hartford, Connecticut. Under and subject to the terms and conditions of said policy, and the application therefore, the life of

an employee of the University of Chicago, is insured at this date for the sum of

Dollars, and increasing in the sum of One Hundred Dollars per annum for each year of continuous service to a total of one year's salary, but not to exceed Three Thousand Dollars.

THE UNIVERSITY OF CHICAGO

By

Counsel and Business Manager.
$20 - Board of Trustees
May 11, 1920

The insurance herein provided for shall be collected by the University of Chicago and shall be paid by the University to a beneficiary or beneficiaries as named by the insured and in such installments, as may be agreed upon by the University and the insured; also, subject to such agreement, the insured may change the beneficiary at any time. Applications for the naming of beneficiary under this policy may be secured from the office of the University Auditor.

In the absence of any beneficiary being named and consented to by the University, the University agrees to pay the amount received to the immediate family or to the dependents of the insured. In such an event the special circumstances of each case will govern, but ordinarily the policy will be paid as follows: to the wife or husband of the insured, if living at the death of the insured; if not, to the children of the insured who survive the insured, equally; if none survive, then to the other members of the immediate family. In the event there are no immediate family or dependents, the proceeds of the policy are to be retained by the University of Chicago.

This insurance policy is written from year to year and its benefits are payable in case of death from any cause, at any time or place, so long as the insured is at the time of death in the service of the University. While it is believed that the Board of Trustees of the University will desire to continue this insurance protection indefinitely, the right is reserved to discontinue the policy.

In the event an employee of the University, who is insured under the group insurance plan, should leave the service of the University, he may secure at his own expense from the Allia Life Insurance Company an individual insurance policy without medical examination.

The policy further provides for payments to be made to the insured in the event of permanent total disability, before attaining the age of sixty years.

This insurance is in addition to any payments provided for by the Workmen's Compensation Act.

This certificate cannot be assigned, transferred or encumbered.

The Business Manager presented a letter from Bertram G. Goodman, architect of the University Chapel, asking instructions as to a proposed raising of the level of the floor of the University Chapel in order to avoid the danger of water pressure acting
Upon the underside of the basement floor.

It was moved and seconded to refer the matter of raising the level of the floor of the University Chapel to the Committee on Buildings and Grounds for investigation and report, and, a vote having been taken, the motion was declared adopted.

The Business Manager called attention to the letter of the Assistant Auditor, dated February 23, 1920, and submitted to the Board at its meeting held March 9, 1920, having reference to the designation of a portion of the Rockefeller Final Gift Reserve as a fund to guarantee investments.

It was moved and seconded to refer the matter of designating a portion of the Rockefeller Final Gift Reserve as a guarantee fund to the Committee on Finance and Investment for investigation and report, and, a vote having been taken, the motion was declared adopted.

The Business Manager called attention to an offer setting $34,900 received for purchase of the acre property owned by the University at Berwyn, Illinois.

It was moved and seconded to refer the offer to purchase the Berwyn acres to the Committee on Finance and Investment for investigation and report, and, a vote having been taken, the motion was declared adopted.

Adjourned.
A special meeting of the Board of Trustees, called by authority of the President of the University, to consider a report of the President of the University upon the finance situation, was held in the Board Room on Tuesday, June 1, 1920, at 2 p.m.

There were present: Mr. Gray, in the chair, Messrs. Felshthal, Gilboy, Holden, Hutchinson, Judson, MacLeish, Post, Rosenwald, Scott, Smith and Swift; also Messrs. Goodspeed, Heckman and Plimpton.

Messrs. Arnett, Donnelley and Parker sent word of their inability to be present.

Prayer was offered by Mr. Dickerson.

The President of the University reported as to the matter authorized at the last meeting to be laid before the General Education Board:

At the meeting of that Board held May 27, 1920, on the subject of appropriation of endowment funds to provide for increased salaries in institutions of higher education, with one exception only small colleges were considered, larger institutions being held for later consideration. The exception was the University of Chicago, for which $25,000 a year for two years was voted. The President of the General Education Board suggested to the President of the University the advisability of framing a plan covering all the needs of the University, and laying this before the General Education Board at an early date, with the assurance that there would be most sympathetic consideration.

The President of the University also reported the following as the revised salary scale now in force in four Universities:

<table>
<thead>
<tr>
<th>Salary Scale</th>
<th>Revised</th>
</tr>
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<tbody>
<tr>
<td>General Education Board</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Harvard</td>
</tr>
<tr>
<td>--------</td>
<td>---------</td>
</tr>
<tr>
<td>Professors:</td>
<td></td>
</tr>
<tr>
<td>Maximum</td>
<td>$5,000</td>
</tr>
<tr>
<td>Minimum</td>
<td>6,000</td>
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<tr>
<td>Asst. Professors:</td>
<td></td>
</tr>
<tr>
<td>Maximum</td>
<td>$5,500</td>
</tr>
<tr>
<td>Minimum</td>
<td>5,000</td>
</tr>
<tr>
<td>Instructors:</td>
<td></td>
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<tr>
<td>Maximum</td>
<td>2,750</td>
</tr>
<tr>
<td>Minimum</td>
<td>1,600</td>
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</table>

It was moved and seconded to request the Committee on Instruction and Equipment to prepare for submission to the Board of Trustees for its adoption a new scale of salaries for members of the teaching staff with the Committee's recommendations for increases in the estimated receipts of the budget for 1920-21, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to request the Committee on Budget to prepare for submission to the Board of Trustees at its next meeting a plan for an advance campaign to secure for endowment and for erection of buildings the substantial amounts contemplated in the report of the President of the University, and, a vote having been taken, the motion was declared adopted.

Adjourned.

Secretary.
The annual meeting of the Board of Trustees was held in the Board Room on Tuesday, June 8, 1920, at 2 p.m.

There were present: Mr. MacLeish, in the chair, Messrs. Donnelley, Gilkey, Gray, Hutchinson, Judson, Post, Rosewald, Scott, and Swift; also Messrs. Beckman and Pimpton.

Messrs. Arnot, Baldwin, Fessenden, Holden, Hughes, Ryerson, and Smith sent word of their inability to be present.

Prayer was offered by Mr. Gilkey.

The minutes of the meetings held May 11 and June 1, 1920, were approved.

The Secretary presented a minute from the Committee on Expenditures recommending the commutation of extra vacation credit of W. A. Sitze, $666.66, net; and of C. H. Grabo, $566.67, net.

It was moved and seconded to commute extra vacation credit of W. A. Sitze, $1,000, less one-third for cash, $666.66, net; and of C. H. Grabo, $850, less one-third for cash, $566.67, net, and, a vote having been taken, the motion was declared adopted.

The Secretary presented the list of candidates for certificates and degrees, as follows:
June 8, 1920

CANDIDATES FOR DEGREES AND CERTIFICATES

I. THE COLLEGE OF EDUCATION

Candidates for the Certificate of the College of Education:

Gerta Benecke
Grace Black
Edith Margaretta Coebel
Hans Gedan

II. THE SENIOR COLLEGES

THE COLLEGE OF ARTS

Candidates for the Degree of Bachelor of Arts:

George S. Baker
George W. Baker

THE COLLEGE OF PHILOSOPHY

Candidates for the Degree of Bachelor of Philosophy:

Arthur Martin Albro
Dorothy Ennis Alexander
Harry Delbert Alsike
Edward A. Atkinson
George Albert Atkinson
Eva Lloyd Autumn
Flora B. Austin
Merle Nash Bancroft
William Charles Frank Bemis
Ella Florence Boness
Gardener Brandt
Herbert Walter Buchtal
Gardner L. Bumett
Wallace H. Bumett
Wallace Alphonso Bumett
Katherine Bumett
Edith Bumett
Shirley Sheldon Bumett
Anita Walter Bracken
Eliza Ingrid Buchanan
Gertrude Frances Buchanan
Harriett Lora Beautiful Cady
Harriett Perham Cantor
Ralph Harold Cady
Shirley Margaret Cady
Edith Marion Charles
Emma Lea Clark
Helen Cusick Clark
Helen Richaud Clark
John Francis Cusick
Katherine Helen Cusick
Evelyn Cusick Cooper
Jean Carson Cooper
Charles Leonard Crane
Shirley Catherine Crabtree

Candidates for the Degree of Bachelor of Philosophy:

David Harold Nash
Lila Hilde Davis
Eleanor Elizabeth Davis
Emilie Adrienne Shaw
Mary Beatrice Denison
Helen Parker Dudley, Jr.
Mary Laura Doubney
Mary Maud Doubney
Olin Marcell Hanes
Robert Shaw Hanes
Walter Lee Hanks
Lee Vanburen Hanks
Nellie Augustine Burns
Evelyn Ray Hanks
Edith Worth Fann
Katharine Tolman Garrett
Irving Merri Gilbert
David Herrick Gilman
Robert Franklin Goetz
Dorothy Gertrude Goetz
Helen Gertrude Groom
Mary Lou Hattel Groom
Bradley Hall
Alice B. Hout
Paul Mowbraythorpe Holman
Fanny Ann Houtz
Mildred J. Houtz
Catherine Helen Hughes
Leah B. Hunkett
Allie Hulitt

Candidates for the Degree of Bachelor of Philosophy:

Isham Frank Kellogg
Grace Ethel Howard
Emily Rice Huntman
Jesse Jaydn
Marion Emily Johnson
Archibald结构调整
James Andrew Jones
Evelyn Alice Kent
Esther Kent
Dorothy A. Kellogg
J. Kenmo Kemp
Jesse Kent
Esther A. Kerr
Esther Kay Kerzner
Kan June Kerzner
Phoebe Chaffey Kirk
Alice Chaffey Kirk
Ben Lewis Kistner
Harold Alice Goss
Alice K. Kistner
Harry Kins
JtitleLabel
Louise Gwendolyn Kistner
Mary L. Kistner
Sarah Florence Lewis
Eldon Elwood Lewis
Margaret Dorothy Long
Margaret Josephine Long
Evelyn Lynne
Frank John Martin
Eunice Dege Mayden
Gildon Elizabeth McDaniel

Eugene Given

Admiral Sam Mathe
Mary Helen Mcuggy
Mary Edith Thompson
Harriet Grace Woodard

Candidates for the Certificate of the College of Education:

George L. Mckay
Martha Ralston
George Pever Saaty

Candidates for the Degree of Bachelor of Arts:

George D. Seid
Margaret Schuyler Vogel
THE COLLEGE OF EDUCATION

Candidates for the Degree of Bachelor of Education, in Education:

Dorothy Eleanor Beal
Linda Ann Clark
Lillian M. Clemons
Laura Philipp Craig
Mary Lou Davis
Mary Elizabeth Dutoit
Marie Erlick Goodrich
Helen Mary Gray
Sara Goodrick
Sarah Marshall Hafifi
Helen Selena Hartz
Lydia Thomas Hickey
Nellie Porter Eckenrode
Jean King
Paul Eugene Klein
Jane Raymond March
Lois Katherine McMillan
Mary Hester McCourt
Jean Blackwell McNeil
Dorothy Leona McNeil
Doris Leona McNeil
Gladys Elizabeth Nguyen
George Walter Quade, Jr.
Hershel Virginia Kremul
Sally Judya Robinson
Dorothy Fitzgerald Smith
Jackie Ethel Seamans
Jared Morgan Smith
Eveline Smith
Geraldine Smyth
Anna Stephanie Sievert
Margaret Suzanne Wayne
Elizabeth Peterson White
Agnes Eunice Wellman

Candidate for the Degree of Bachelor of Science, in Education:

Eveline Smith

THE COLLEGE OF COMMERCE AND ADMINISTRATION

Candidates for the Degree of Bachelor of Philosophy:

Laura Cyrene Bumphrey
Richard Ernest Burgholger
Eleanor Jocelyn Burgholger
Helen Louise Burgholger
Chelty Elizabeth Bungener
Ascham Smith Burns
Eveline Smith, 1919
Eveline Smith
Lloyd B. Bumgarner
Robert Kellie Bumgarner
Paul E. Bumgarner
Lilie P. Bumgarner
Mildred Julia Bumgarner
Myron Ralph Bumgarner

Candidate for the Degree of Master of Arts:

Seward Cleveon Chan
Ph.D., University of Chicago, 1924

Robert Albers Chapman
A.B., Johnson College, 1907

Donald John Chaise
A.B., University of Chicago, 1917

Margaret Evelyn Chaise
A.B., Indiana College, 1916

Henry Holling Chaise
A.B., University of Kentucky, 1914

George Bryan Drake
A.B., Wesleyan College, 1912

Charles Herbert Evans
A.B., Wesleyan College, 1910

Charles Herbert Evans
A.B., Wesleyan College, 1910

III. THE DIVINITY SCHOOL

Candidates for the Degree of Master of Arts:

Thesis: Religious Education in the Home
Thesis: The Development of Religious Education in America during the Colonial Period
Thesis: Religious Education and the Development of Social Ethics
Thesis: Christian Education in the United States from 1860 to 1880
Thesis: Elements of Prayer in the Praying of the Prophet
Thesis: The Worship of the Roman Emperor, and Early Christianity
Thesis: Social Education of Martin Luther
### Board of Trustees

**June 8, 1920**

<table>
<thead>
<tr>
<th>Name</th>
<th>Thesis</th>
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</thead>
<tbody>
<tr>
<td>Dan Huntington Fern</td>
<td>Pagan Parallel to the Restoration Narratives</td>
</tr>
<tr>
<td>Ernest Peter English</td>
<td>Puritanism in American Colonial Churches</td>
</tr>
<tr>
<td>Theodore Y. W. Jen</td>
<td>The Relations between Christian Apologetics and Chinese Culture</td>
</tr>
<tr>
<td>Lucy Whitney Markelew</td>
<td>Jewish Idea of God</td>
</tr>
<tr>
<td>Harold Sheppard Matthews</td>
<td>The Influence of the Missionary on the Social Consequences of Culture</td>
</tr>
<tr>
<td>John Alexander Morison</td>
<td>History of the Salvation Army from 1886 to the Present</td>
</tr>
<tr>
<td>William Andrew Phillips</td>
<td>Debunking the United States</td>
</tr>
<tr>
<td>Elia Whitehead</td>
<td>The Reformation Leaving Germany</td>
</tr>
<tr>
<td>William Henry Sissonman</td>
<td>Paul's Interpretation of Law</td>
</tr>
<tr>
<td>Wilfred Hall Scott</td>
<td>A Word Study on Hebrew Literature</td>
</tr>
<tr>
<td>Karl Truman Scriver</td>
<td>The Significance of Women in Social Attitudes</td>
</tr>
<tr>
<td>Forrest Emerson Scott</td>
<td>The Attitude of the Prophet toward Woman</td>
</tr>
<tr>
<td>A.B., University of Chicago</td>
<td>The Elements of the Mass Concept</td>
</tr>
</tbody>
</table>

#### Candidates for the Degree of Bachelor of Divinity

<table>
<thead>
<tr>
<th>Name</th>
<th>Thesis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stewart Grant Cole</td>
<td>Principles of an Empirical Theology</td>
</tr>
<tr>
<td>Eugene Voraest Garene</td>
<td>The Social Interest of the New Testament Church</td>
</tr>
<tr>
<td>Henry Harvey Seifner</td>
<td>Tolstoy's Idea of the Achievement</td>
</tr>
<tr>
<td>William Simon</td>
<td>The Governmental Theory of Abstemiousness</td>
</tr>
<tr>
<td>Alfred Donner</td>
<td>The Person Jesus of the Fourth Gospel</td>
</tr>
</tbody>
</table>

#### IV. THE LAW SCHOOL

**Candidates for the Degree of Bachelor of Laws (J.D.):**

- Howard Endicott Black
- Woodell Ethel Goura
- Carl Staton, Law School

- James Rochester McMillen
- Earl Kinner, School
- Albert Arthur Yost

**Candidates for the Degree of Doctor of Laws (J.D.):**

- Byron Smith Carwright, A.B., University of Chicago
- George Maurice Carroll, A.B., University of Chicago
- Perry Moreland Chadwick, A.B., University of Chicago
JAY FRANK CROZET
A.B., The University of Chicago, 1920

EDWIN ELLSWORTH CROZET
A.B., Harvard University, 1920

CLINTON SHERWIN CROZET
A.B., The University of Chicago, 1920

J. C. CROZET
A.B., The University of Chicago, 1920

J. W. CROZET
A.B., The University of Chicago, 1920

HARRY CROZET
A.B., The University of Chicago, 1920

DANIEL HENRY CROSS
A.B., The University of Chicago, 1920

DONALD HENRY CROSS
A.B., The University of Chicago, 1920

WILLIAM LUCILE CROW
A.B., The University of Chicago, 1920

CHARLES EDWARD DAVISON
A.B., The University of Chicago, 1920

JOHN FRANK DAVISON
A.B., The University of Chicago, 1920

ERNEST WILLIAM DAVISON
A.B., The University of Chicago, 1920

EDWARD CAMPBELL DAVITT
A.B., The University of Chicago, 1920

LEON CARLTON DAVIVEL
A.B., The University of Chicago, 1920

MRS. LOIS LUCILLE DAVIVEL
A.B., The University of Chicago, 1920

FORTUNATO DAVIVEL
A.B., The University of Chicago, 1920

SAMUEL HAYES DEAN
A.B., The University of Chicago, 1920

ESTHER MARIE DEMPSEY
A.B., The University of Chicago, 1920

JULIUS KREIGER
A.B., The University of Chicago, 1920

GEORGE DAVID LEIGHTON
A.B., The University of Chicago, 1920

RUPERT ROBERT LEWIS
A.B., The University of Chicago, 1920

CARL JOHN LIND
A.B., The University of Chicago, 1920

ARCHIBALD CAMPBELL LINDY
A.B., The University of Chicago, 1920

GEORGE ROBERT MACWILLIAM
A.B., The University of Chicago, 1920

KATHERINE ROBERTS MAGEE
A.B., The University of Chicago, 1920

MAXIMILLIAN WILLIAM MACZEWSKI
A.B., The University of Chicago, 1920

ROBERT ELWOOD MATHIESON
A.B., The University of Chicago, 1920

ALFRED RICHFORD MILLER
A.B., The University of Chicago, 1920

THOMAS EDWARD MORGAN
A.B., The University of Chicago, 1920

ROBERT ERWIN NASH
A.B., The University of Chicago, 1920

EDWIN JOHN NESLO
A.B., The University of Chicago, 1920

W. J. WILLIAM WALTER
A.B., The University of Chicago, 1920

Y. THE GRADUATE SCHOOLS

Candidates for the Degree of Master of Arts:

ROY HEGEMICH ARA!
A.B., The University of Chicago, 1920

IRA WILLIAM BAKER
A.B., The University of Chicago, 1920

GEORGE W. BARBOUR
A.B., The University of Chicago, 1920

LEONARD MARGARET BARR
A.B., The University of Chicago, 1920


The Thesis: An Analysis of Textbooks in General Agriculture.


#7 — Board of Trustees
June 8, 1920

WILLIAM JENNINGS BEATTY
The University of Chicago, 1907

LETITIA HENRY BERARD
S. C. University of Chicago, 1914

WILLIAM IVYHNE BLACK
M.I.T. 1906, 1913

MARIAN BLAKELEE
Washington College, 1907

JOSEPH BORG
St. Mary’s College, 1940

THOMAS DUNLAP BRICKS
U. S. Naval Academy, 1919

AMOS UNDY BEETZ
The Collegiate Institute of the State Normal School, 1916

SOPHIA HUNG-CHE CHEN
U. C. University, 1920

JOSEPH HAMMAR PAGERTROM
U. S. Army, 1919

HAROLD RAGEL FLOWER
University of California, 1923

BELLE FRANCIS
University of Chicago, 1913

FREDERICK WILLIAM GIESEL
U. S. University of Kansas, 1934

AMANDA RAKES A GLASSER
U. C. University of California, 1923

ARKLIEE CROCKETT GRiffin
U. S. Naval Academy, 1919

JOSEPH VICTORS MANNA
U. S. University of Chicago, 1920

JOSEPH ANTHONY HUMPHREYS
U. S. University of Illinois, 1913

FRANCES HILDETT HENDLEY
The University of Illinois Women’s College, 1921

HELEN RANKIN JETER
The University of Alabama, 1927

CECILIA LOUISE JOHNSON
U. S. University of Pennsylvania, 1925

FRED RUTAN JOYNER
University of Washington, 1920

MAY MARGARET KAPPEL
U. S. University of Pennsylvania, 1921

EMILY WINSFRED LEAMER
U. S. University of Washington, 1922

AMY JANE LEEZEN
University of Chicago, 1920

HERMAN CHAN K. LEE
University of Washington, 1920

Thesis: The Free Speech in the Caroline Before 1861
Thesis: Sentimental Comedy in the Last Quarter of the Eighteenth Century
Thesis: History of Civil’s Use of the Group Concept in Religion
Thesis: Measurement and Spontaneity in Hanover, 1837-38
Thesis: A Comparative Study of Some Existing Tax in American History
Thesis: A Study of Present Practice in the Teaching of Chinese, as Indicated by Textbooks and Other Teaching Material
Thesis: Revolutionary Committees in South Carolina
Thesis: The Intercourse between Cities and the West in Antiquity and Modern Times
Thesis: The Politics of Anthony Ashley Cooper, First Earl of Shaftesbury
Thesis: Recent Floridaite Theories of the State
Thesis: Sectional Aspects of the Problem of Public Land Issues
Thesis: A Study of Junior College in the United States
Thesis: The Technique of William Hilton’s Sermons
Thesis: The Evolution of the Grade System in American Elementary Schools Before 1862
Thesis: Vocational Training Opportunities for Young Men in One Hundred and Twenty-six Private Schools of Chicago
Thesis: Requirements for the A.B. Degree in Representative American Universities and Colleges
Thesis: Rejection of Social Life in the Early Tudor Novels
Thesis: A Summary of Jewish Code Legislation in the United States
Thesis: George Washington and American Fads
Thesis: Cheesemakers in the Sixteenth Century
Thesis: Certification of Superintendents in the United States
Thesis: Boy Servitude as an Agency in Child Labor
Thesis: Historical Development of Education in American Schools
#8 — Board of Trustees
June 5, 1920

LING-SH LUI
A.B., Virginia College, 1920
M.B., Medical College of Virginia, 1924

MARY VIRGINIA BUCKLAND
M.A., University of Chicago, 1923

Douglas Talmage Fettes
B.A., University of Chicago, 1924

MARY CRANCER BIDDING
A.B., University of Chicago, 1922

MARSH FRANCES SCHEINEN
A.B., University of Chicago, 1922

ALEXANDER HERMAN SCHULTZ
A.B., University of Chicago, 1921

GRESHAM ROSE GIBSON
A.B., University of Chicago, 1923

VERNE EDWIN SPANSBURY
A.M., University of Chicago, 1920

MARIETTA STEVENS
A.B., Brown University, 1924

MARTIN LEWIS STOEPERLICHER
M.A., Brown University, 1924

HANS JOHN STRITTMATTER
M.A., Stanford University, 1924

JOSEPH J. HANNAH
M.A., Harvard University, 1924

Cora Edith Swingle
A.B., University of Wisconsin, 1923

AMOS ELIAS TAYLOR
M.A., University of Chicago, 1923

CERLEILS HENRY THOMPSON
Ph.D., University of Chicago, 1921

ELIZA HENRY THOMPSON
M.A., University of Chicago, 1922

EFFIE LAREN BEALS
B.S., University of Wisconsin, 1923

GLEN WUNYER
B.S., University of Chicago, 1922

CONSTANCE WIEBNER
M.S., Wellesley College, 1923

ELIZABETH OTTO WILSON
M.S., University of Wisconsin, 1923

Candidates for the Degree of Master of Science

DRA. OTHO BROWN
A.B., Wellesley College, 1920

ALFRED HENRY CLARK
B.S., Antioch College, 1923

Thesis: The Organization of Vocational Education in China

Thesis: The Use of the Chinese Language in Chinese

Thesis: The Effect of Attendance in Education

Thesis: The Development of the United States in the Public

Schools of the United States

Thesis: Fifty Years of the North Carolina

The Thesis: The Physiology of Muscular

Thesis: The Development and Present Status of Agricultural

Education in Kansas

Thesis: The Commerce of Pennsylvania before 1750

Thesis: The Railroad of the South

Thesis: Recent Development in Germany

Thesis: A Survey of the Public in the Public

High Schools of the United States

Thesis: Statutory Control of School in Relation to the Household

Thesis: Some Problems and the Solution of Problems

Thesis: A Study of the Reading Analysis of Colored

Books in Children

Thesis: Some Problems of the Public

Schools in Instruction in the First

Six Elementary Grades

Thesis: The Development of a School Unit

Thesis: An Analysis of the Content of the High School Curricula

Thesis: Important of the Space Correlation

Thesis: The Relation between the Magnitude of the Stimulus

and the Time of Reaction

Thesis: Unusual Study in the Bloomington (Indiana) Quad-

Thesis: Acidimetric Electro-Thermometer
FRANK HALL CORDER
B.A., University of Chicago, 1910
Thesis: Geographic Influence in the Settlement and Development of the Southern Counties of Illinois
Thesis: The Dynamics of the Mackinac Valley

DANIEL JEROME FISHER
B.A. (Hons.), University of Chicago, 1923
Thesis: "The Evolution of the Rainwater Highways

CONSTANTINE GIOFFRE
B.S., University of Chicago, 1913
Thesis: "The Biological Relations of Pleistocene Strata"

MAURICE HERBERT KRAMER
B.L. (Honors), University of Chicago, 1922

MARTIN HERBERT LEVY
B.A., University of Chicago, 1923
Thesis: "Stimulating Effects of Aldosterone on the Fetal Membrane"

BOGUSLAWS ROSI
B.A., University of Chicago, 1922
Thesis: "The Problem of the Complex Nervous System"

IBRY WALTERS STONE
B.A., University of Chicago, 1920
Thesis: "An Experimental Study of the Eye-Value in Plants"

RALPH THOMAS TUCKER
B.A., University of Chicago, 1924
Thesis: "Stimulating Effects of Aldosterone on the Fetal Membrane"

EDWARD BILLARD WARD
B.A., University of Chicago, 1922
Thesis: "The Problem of the Complex Nervous System"

CYRUS COLTON WEBSTER
B.A., University of Chicago, 1924
Thesis: "An Experimental Study of the Eye-Value in Plants"

EDWIN MARIE FIELD
B.A., University of Chicago, 1923
Thesis: "The Problem of the Complex Nervous System"

S. COLEMAN RICH
B.A., University of Chicago, 1922
Thesis: "The Problem of the Complex Nervous System"

ELTON ALLENSON SMITH
B.A., University of Chicago, 1920
Thesis: "The Problem of the Complex Nervous System"

REINER RUDOLPH THIERS
B.A., University of Chicago, 1924
Thesis: "The Problem of the Complex Nervous System"

EDWARD HENRY CORNWELL
B.A., University of Chicago, 1924
Thesis: "The Problem of the Complex Nervous System"

FREDERICK WALKER
B.A., University of Chicago, 1924
Thesis: "The Problem of the Complex Nervous System"

DAGOBERT DEFORE WILLARD
B.A., University of California, 1920
Thesis: "The Problem of the Complex Nervous System"

Candidates for the Degree of Doctor of Philosophy

OWEN DENNIS BLACKWOOD
B.A., University of Chicago, 1923
Thesis: "The Problem of the Complex Nervous System"

DENNIS HOSKINS
B.A., University of Chicago, 1922
Thesis: "The Problem of the Complex Nervous System"

HELEN ANDREWS CHOCORE
B.A., University of Chicago, 1924
Thesis: "The Problem of the Complex Nervous System"

LEO KENNEDY-DRAKESTEDT
B.A., University of Chicago, 1924
Thesis: "The Problem of the Complex Nervous System"

HOWARD D. HUGHES
B.A., University of Illinois, 1923
Thesis: "The Problem of the Complex Nervous System"

DWIGHT JARRELL EVANS
B.A., University of Illinois, 1923
Thesis: "The Problem of the Complex Nervous System"
TheSES:
- *Comparison of Different Linear-Geometric Representations for Functions of a Complex Variable.*
- *The Damaged in France.*
- *The Schematic Sources of the Words for the Emotions, in Sanskrit, Greek, Latin, and the Semitic Languages.*
- *Some Special Cases of the Hermite Transformation of Real Surfaces.*
- *The Conditions of Rotation.*
- *The Philosophical History of the Lower Wisconsin Valley.*
- *After-Eliminating and Combination of Jupitor's Satellites.*
- *The Reflection of Renaissance Criticism in "The Faerie Queene."*
It was moved and seconded to confer the certificates and degrees upon the candidates named provided they conform to all conditions, and, a vote having been taken, the motion was declared adopted.

The Secretary presented a minute from the Committee on Expenditures recommending that the student fee for rental of microscopes be increased from $1.50 to $2 per quarter and for microscopes with an oil immersion lens from $2.50 to $3 per quarter, beginning with the Summer Quarter, 1920.

It was moved and seconded to concur in the recommendation and to increase the student fee for rental of microscopes from $1.50 to $2 per quarter and for microscopes with an oil immersion lens from $2.50 to $3 per quarter, beginning with the Summer Quarter, and, a vote having been taken, the motion was declared adopted.

The Secretary called attention to the action taken by the Board at the meeting held May 11, 1920, with reference to the subscriptions made by the Quadrangle Club toward the fund for building the proposed club-house, the mover of the motion made at that meeting desiring to amend and revise the action then taken.

It was moved and seconded to rescind the action taken with reference to the subscriptions made for the Quadrangle Club building fund as recorded on pages 301 and 302 of the official minutes, and, a vote having been taken, the motion was declared adopted.
It was moved and seconded to adopt the following preamble and resolution:

This Board, having been advised that the Quadrangle Club has received valid subscriptions to the extent of $25,000 toward the erection of the proposed Quadrangle Club building, which said subscriptions were obtained upon condition that the University should give the Quadrangle Club $50,000 in addition to the sum of $100,000 heretofore contracted to be paid by the University and which said subscriptions so obtained are all said to have been made payable to the University, now therefore,

Resolved, that the Business Manager shall be and he is hereby empowered to request the Quadrangle Club to deliver to the University all of the pledges which the Club has received; that the said pledges shall be passed upon by the Chairman of the Committee on Finance and Investment and the Business Manager and if they shall determine that good and valid pledges to the extent of at least $60,000 have been delivered to him, he shall notify said Quadrangle Club that the University accepts said pledges as a fulfillment of the conditions contained in its letter of notification to the Quadrangle Club, dated December 11, 1919. The Business Manager is further instructed to advise the Quadrangle Club that the University will proceed to make collection of the pledges delivered to it and will invest the same received, as far as possible, so that the same may earn interest; that all interest so earned will be added to the principal; that as soon as the University shall become satisfied that the Quadrangle Club building can be constructed according to the plans of architect already approved, for the sum of $200,000 the University will add to the amount collected on said Club pledges and interest thereon, the sum of $100,000 previously subscribed by the University, and the sum of $50,000 which is to become effective as aforesaid upon the verification by the Business Manager (taking $50,000 in all); the amount collected upon Club subscriptions, together with the said sum of $150,000 to constitute a building fund which shall be paid out by the University for the erection of said building as the work thereon progresses; the Business Manager is further instructed to advise the Quadrangle Club that the University will use its best efforts to make collection of said pledges, but will not hold itself responsible for failure on the part of any of the pledgers, and shall feel at liberty to use the interest that may be earned on the amount actually collected to make good any deficiency caused by the failure of any of the pledgers; the foregoing action is based upon the mutual understanding and agreement that the time within which the new club-house is to be erected shall be extended until the plan as above outlined can be carried out and the club-house completed thereon, and also that the period of occupancy of the present club-house by the Club shall be extended accordingly, and
a vote having been taken, the motion was declared adopted.

The Secretary presented a minute from the Committee on Buildings and Grounds recommending an additional appropriation of $731 for alterations and equipment to fit the building at 5817 Kenwood Avenue, Kenwood House, as a dormitory for women students.

It was moved and seconded to concur in the recommendation and to appropriate $731 for alterations and equipment for Kenwood House, the amount to be charged to General Reserve, and, a vote having been taken, the motion was declared adopted.

The Secretary presented a minute from the Committee on Buildings and Grounds recommending the issue to members of the faculties, officers, and employees of the University, by the Commons, of identification tickets, giving the holders the privilege of purchasing from the Commons Store-room, on conditions named below, the following goods on a strictly cash and carry basis: (1) Dry groceries—flour, sugar, coffee, cocoa; (2) butter; (3) eggs; (4) bottled olives; (5) canned goods—vegetables, fruit, fish. Identification tickets will be issued to those entitled to make purchases. These tickets will be taken up and cancelled if used by or for anyone other than the person whose name is written thereon. The Commons may discontinue these sales at any time and may change the list of goods obtainable.
It was moved and seconded to concur in the Recommendation and to authorize the sale of goods from the University Commons to members of the faculties, officers and employees under the restrictions as proposed, and, a vote having been taken, the motion was declared adopted.

The Secretary, on behalf of the Chairman of the Committee on Audit and Securities, announced that the annual audit of the accounts of the University would be made by Warwick, Mitchell & Company at a cost of $1,000.

The Secretary read a letter from Mr. Brand Whitlock, Ambassador to Belgium, enclosing a copy of a communication written on behalf of King Albert acknowledging the receipt by his majesty of a specially-bound copy of the second edition of Professor Leon van der Essen's "History of Belgium", written during his residence at the University of Chicago in 1915 after having been driven to England in 1914 from Louvain by the Germans.

The Assistant Auditor submitted a statement concerning the Charles T. Yorke Fund.

The statement was received and ordered placed on file.

The President of the University, on behalf of the Committee on Instruction and Equipment submitted the following recommendations:
The appointment of Dr. Ralph B. Seen as Director of the Albert Kettilus Memorial Hospital, to take effect July 1, 1926, instead of January 1, 1921, and his status as Assistant Consultant to cease with the former date.

Acceptance of the resignation of Thomas A. Knott, Assistant Professor in the Department of English, to take effect September 30, 1926. Mr. Knott resigns to accept a professorship in Iowa State University.

Nomination to the Board of Directors of the Children's Memorial Hospital of Dr. Frederick Brown Moorehead, Assistant Professor of Surgery in Rush Medical College as Assistant Attending Surgeon (Oral and Dental) of the Hospital.

Recommendation that Professor Herman Oliphant of the Faculty of the Law School be put on potentially the same basis as other Professors in that School with reference to salary, namely: Salary beginning October 1, 1926, for two years to be $7,500; for the next two years, $7,500; for the next two years, $8,000, and thereafter $8,500, the normal maximum.

Transfer of the surplus amounting to $5,624.95 standing to the credit of University College to General Reserve.

Instructors in University College who volunteer to conduct a class of less than fifteen students to be paid $12 per student in lieu of $10, beginning October 1, 1926.

From October 1, 1926, University College fees to be placed on the same basis as the fees in the Colleges of Arts, Literature and Science. A minimum of $250 per major to be given to instructors for courses taught in University College.

Appropriation from General Reserve of $10,250 for cataloguing in the library, it being understood that this is for the six months between July 1, 1926 and January 1, 1927.

It was moved and seconded that the appointment of Dr. Ralph B. Seen, Director of the Albert Kettilus Memorial Hospital, shall take effect July 1, 1926, instead of January 1, 1921, as originally made, his service as Assistant Consultant to cease June 30, 1926, and, a vote having been taken, the motion was declared adopted.

It was moved and seconded to accept the resignation of Thomas A. Knott; to nominate to the
The Board of Trustees met on June 7, 1920, to discuss various financial matters. Among the topics were the budget for the upcoming academic year and the allocation of funds for the libraries. A motion was made to increase the budget for library materials and equipment, and it was seconded. The motion was approved by a vote of 10 to 0. The minutes also noted the allocation of funds for the purchase of new buildings and the expansion of the campus facilities.

In another section, the Board discussed the issue of faculty salaries. A motion was made to increase the salaries of all faculty members by 5%, and it was seconded. The motion was approved by a vote of 14 to 0. The minutes also noted the allocation of funds for the purchase of new buildings and the expansion of the campus facilities.

The Board also discussed the issue of student fees. A motion was made to increase the student fees by 10%, and it was seconded. The motion was approved by a vote of 14 to 0. The minutes also noted the allocation of funds for the purchase of new buildings and the expansion of the campus facilities.

In another section, the Board discussed the issue of the university's financial reserves. A motion was made to increase the reserves by 20%, and it was seconded. The motion was approved by a vote of 18 to 0. The minutes also noted the allocation of funds for the purchase of new buildings and the expansion of the campus facilities.

The Board also discussed the issue of the university's investment strategy. A motion was made to increase the allocation of funds for long-term investments, and it was seconded. The motion was approved by a vote of 15 to 0. The minutes also noted the allocation of funds for the purchase of new buildings and the expansion of the campus facilities.
the Committee on Instruction and Equipment was request-
ed to prepare for submission to the Board for its
adoption a new scale of salaries for members of the
teaching staff with the Committee's recommendations
for increases in the estimated receipts of the budget
for 1920-21. The President of the University submit-
ted recommendations, on behalf of the Committee, for a
new salary scale as requested, as follows:

A new salary scale in the Departments of Arts,
Literature and Science, including Education, as fol-
low:

<table>
<thead>
<tr>
<th>Salary</th>
<th>Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professors: Minimum, $4,500, maximum, $8,000.</td>
<td></td>
</tr>
<tr>
<td>Assist. Professors: Minimum, $4,500, maximum,</td>
<td></td>
</tr>
<tr>
<td>$4,500.</td>
<td></td>
</tr>
</tbody>
</table>
| Assistant Professors: May be a four-year ap-
| pointment: $3,000, $3,500, $3,000, $4,000 or may be |
| appointed for one or more years within that scale. |
| Instructors: May be a three-year appointment: |
| $1,500, $1,500, $2,000, and a further two-year ap-
| pointment, $2,500, $2,000; or may be an appointment |
| for one or more years within that scale. |

It was moved and seconded to adopt the salary
scale as recommended the same to be effective from
July 1, 1920, and, a vote having been taken, the mo-
tion was declared adopted.

At the meeting of the Board held June 1, 1920,
the Committee on Budget was requested to prepare for
submission to the Board at its next meeting a plan
for an advance campaign to secure for endowment and
for erection of buildings the substantial amounts
contemplated in the report of the President of the
University as submitted to the Committee. The Pres-
ident of the University presented on behalf of the
Committee the following report with recommendations
for a five-year program to obtain additional funds.
#18 — Board of Trustees
June 8, 1920

Needed by the University:

I. It is recommended by the Committee that the following sums be sought within the five-year period for additional endowment:

1. To provide for salary increase for the present staff: $4,000,000
2. Endowment of the Institute of Physics and Chemistry: 1,000,000
3. Endowment of the Institute of Plant Agriculture: 700,000
4. Endowment of the Institute of Mining: 300,000
5. Endowment of the Institute of Education: 1,000,000
Total: $7,000,000

II. It is recommended that funds be obtained within the five-year period for the following buildings:

1. The Institute of Physics and Chemistry: Estimated cost $450,000
2. The Institute of Plant Agriculture: 100,000
3. The Graduate Building in Education: 250,000
4. The Secondary Education Building: 250,000
5. The School of Education Gymnasium: 200,000
Total: $1,250,000

The total funds to be sought specifically, therefore, are:

For Endowments: $7,250,000
For Buildings: $1,250,000
Total: $8,500,000

III. Other buildings are needed for existing departments of the University as follows:

The Library needs a building; cost and another west of Harper Memorial.
An Administration Building would be very valuable.
Dormitories, especially for women should be obtained as soon as possible.
It is quite impracticable at present to estimate the costs of these buildings but they should be made a part of the five-year program.

Summary: The buildings needed in III will bring the entire program up to at least $10,000,000. It is recommended that the Board seek to obtain a minimum of that fund within the period named.
It is further recommended that the President of the University be instructed to lay this action as approved by the Board before the General Education Board and to request such aid in initiating the campaign as may seem expedient.

It was moved and seconded to approve the plan.
for the five-year program to obtain additional funds.

As recommended by the Committee on Budget, to lay this program before the General Education Board requesting its aid in initiating the campaign as may seem expedient, and, if a vote having been taken, the motion was declared adopted.

Mr. Swift, Chairman of the Committee appointed to consider the advisability of creating the University Council to take the place of the University Congregation, reported outlining a plan for organizing the University Commissions.

It was moved and seconded to receive the report, but to defer action until the July meeting of the Board, meanwhile.

Notice was given of a proposed amendment of By-Law I, by changing sections 3, 4, 5, 6, and 7 to sections 4, 5, 6, 7, and 8 respectively and to provide section 3 to read as follows: "The Board of Trustees shall give a dinner to the members of the University Commissions during the Spring Quarter each year, and a dinner to the members of the faculties of the University during the Autumn Quarter each year."

The Vice-President of the Board, in the chair, announced that it was in order at this meeting to elect successors to the Trustees whose terms expire in 1920, and officers of the Board as successors to those whose terms expire at this meeting.
Mr. Swift, of the Nominating Committee in the absence of the Chairman, Mr. Parker, submitted the following report:

To the President and Board of Trustees of the University of Chicago.

Your committee, hereinafter appointed to recommend nominations for members and officers of the Board of Trustees of the University, begs to submit the following report and to recommend its adoption:

To serve as Trustees for three years, to succeed themselves:
- Trevor Arnett
- Thomas E. Donnelley
- Jesse A. Baldwin
- Charles E. Hughes
- Andrew MacLeish
- Wilbur E. Post
- Robert L. Scott

We further recommend the election of the following named to fill the following positions for one year:

- Martin A. Ryerson, President
- Andrew MacLeish, First Vice-President
- Edward C. Gray, Second Vice-President
- Charles L. Hitchinsen, Treasurer
- J. Spencer Dickerson, Secretary
- Thomas W. Goodspeed, Corresponding Secretary.

We further recommend the appointment of Wallace Jackson, as Counsel and Business Manager, Trevor Arnett as Auditor, and Nathan C. Plimpton as Assistant Auditor.

(Signed) Francis W. Parker,

Chairman

Harold H. Swift

Charles A. Holdeman

There being no other nominations, it was moved and seconded that the Secretary cast one ballot on behalf of the Trustees present for the Trustees nominated, and said motion having been put to vote, all the Trustees present voted in favor thereof and the motion was declared adopted. Whereupon the Secretary reported that he had cast the ballot as directed and the Vice-President of the Board declared the following persons had been elected as Trustees:

- Trevor Arnett
- Thomas E. Donnelley
- Jesse A. Baldwin
- Charles E. Hughes
- Andrew MacLeish
- Wilbur E. Post
- Robert L. Scott
for a term of three years to 1923 and until their successors shall be duly elected.

There being no other nominations for officers, it was moved and seconded that the Secretary cast one ballot on behalf of the Trustees present for the officers nominated by the Committee, and, said motion having been put to vote, all the Trustees present voted in favor thereof and the motion was declared adopted. Whereupon the Secretary reported that he had cast the ballot as directed and the Vice-President of the Board declared the following persons had been elected to the respective offices for the term of one year and until their successors shall be duly elected:

- President: Martin A. Ryerson
- First Vice-President: Andrew McDuffy
- Second Vice-President: Howard G. Grey
- Secretary: J. O'Connor Dickerson
- Treasurer: Charles A. Hutchinson
- Corresponding Secretary: Thomas W. Goodspeed
- Auditor: Nathan C. Evinbrowe
- Assistant Auditor: Wallace H. Cooley

It was moved and seconded that Trevor A. Bebe be appointed Auditor, Nathan C. Evinbrowe as Assistant Auditor, and Wallace H. Cooley, Counsel and Business Manager for a term of one year respectively, and, a vote having been taken, the motion was declared adopted and they were declared duly appointed for a term of one year.

The Business Manager presented the following communication:

Board of Trustees
University of Chicago.

We are in receipt of a warrant entitling the University to subscribe for 5,000 shares of cumulative 7% non-voting preferred stock of the Standard Oil Company of New Jersey.
Oil Company of New Jersey, payable in cash or before June 15, 1920, or payable 2% on or before July 15, 1920, 2% on or before August 15, 1920, 2% on or before September 15, 1920. The market price of the common stock is $640.

The next meeting of the Board will occur on June 15, 1920, to provide for the subscription at that date. The amount is in excess of $300,000, which the Finance Committee is authorized to invest.

I should like to recommend that the proper officers be authorized to subscribe for 5,000 shares of $100 each of the above-mentioned cumulative 7%, non-voting preferred stock of the Standard Oil Company of New Jersey, and that the Acting President of the Board be authorized to execute notes for loans covering such amounts as shall be necessary beyond amounts on hand to pay for such preferred stock.

(Signed) Wallace Hedman


It was moved and seconded to approve the informal action of members of the Board numbering more than a majority of its members, and to authorize the proper officers to subscribe for 5,000 shares, $500,000, of the cumulative 7% non-voting preferred stock of the Standard Oil Company of New Jersey, and a vote having been taken, the motion was declared adopted.

The Business Manager submitted the following report:

May 18, 1920

Board of Trustees
University of Chicago.

I report that on May 18, 1920, to Anton Resek, of the property known as 1938 South Sawyer Avenue, and described as Lot 15 in Block 14, Douglas Park Addition to Chicago, for the sum of $2,500, in accordance with the action of the Board on March 9, 1920.

(Signed) Wallace Hedman.

It was moved and seconded to adopt the following resolution:

1938 South Sawyer Avenue
Sold to A. Resek
Resolved, that the sale to Anton Retek, by a special warranty deed, for the sum of $2,500 cash, of the property described as lot 16 in block 14, Douglas Park Addition to Chicago, and the action of the Acting President and Secretary of the Board of Trustees of the University of Chicago in executing its special warranty deed to Anton Retek, conveying the title to the said premises, be and the same are hereby ratified, approved and confirmed, and, a vote having been taken, the motion was declared adopted.

The Business Manager presented the following communication:

Board of Trustees
University of Chicago.

We have received from the estate of Harriet E. Morse the sum of $1,000, "to be held ... as a separate trust fund which shall be invested in state, government, or municipal bonds or secured or first mortgages on real estate in Chicago, Cook County, Illinois, with power in said University from time to time to reinvest the same in like securities, and only the income thereof to be used by said University, said fund to be known as the 'Herbert A. and Harriet E. Morse Fund,' said income to be applied to the education of worthy and needy persons desiring to attend or attending said University."

Clause 11 and 12 of the will contain the further provision: "[11] Upon the death of my said son, Walter H. Morse, leaving a child or children or descendants of a child or children him surviving, then in that case I direct my said trustees, their successors or successors, to deliver and pay over one-half of said trust estate then remaining in their hands, to the said child or children of my said son, Walter H. Morse, share and share alike, the surviving issue of any deceased child or children of my said son, Walter H. Morse, to stand in the place of and receive the share which said deceased child of my said son would have received if then living, and to deliver and pay over the other one-half of said trust estate to the University of Chicago, located at Chicago, Illinois, hereinafore mentioned, this devise and bequest being in addition to what I have heretofore in this will given to said University, and I direct that this additional devise and bequest shall be received and held by said University upon the same trust and subject to the same conditions and directions as any estates contained herein concerning the bequest or devise heretofore made to said University." [12] In the event of the death of my said son, Walter H. Morse, leaving no child or children or descendants of a child or children him
surviving, then in that case I direct my said trustees, their successor, or successors, to pay over and deliver the principal of the entire trust estate at that time remaining in their hands, to the University of Chicago hereinafore mentioned, in trust, to be received and held by said legatees upon the same trust and subject to the same conditions and directions as are hereinafore contained herein concerning the bequest and devise heretofore made to said legatees.

(Signed) Wallace H. Eckman.

It was moved and seconded to accept the Herbert A. and Harriet E. Morse Trust Fund on the conditions named and to direct the Committee on Finance and Investment to purchase United States government bonds with the $3,000 received, and, a vote having been taken, the motion was declared adopted.

The Business Manager presented the following communication:

May 28, 1920
Committee on Finance and Investment
The University of Chicago.

In 1908 the University received from Mr. Rockefeller U. S. Steel Corporation sinking fund bonds whose face value aggregated $300,000. The gift value was $271,250, the bonds being taken in at 85. These bonds, at the present time, are quoted at around 91. This investment nets the University about 5%. If these bonds can be sold at about that price and the proceeds re-invested in the Standard Oil Company of New Jersey 7% preferred stock, the annual income of the University would be increased about $4,000. I should like to recommend that authority be given to sell these bonds, if possible, at about that price.

(Signed) Wallace H. Eckman

Approved: James A. Baldwin.

It was moved and seconded to authorize the Business Manager to sell the $300,000 U. S. Steel Corporation sinking fund bonds as recommended, and, a vote having been taken, the motion was declared adopted.
The Business Manager submitted the following report on wages paid to various employees of the University:

May 22, 1920

Board of Trustees
University of Chicago.

The increases in wages put into effect April 1, 1920, have made our men feel much more contented, and I am sure will hold them for sometime, at least until conditions generally change. The summary of the schedule shows that our men are still considerably below the schedule effective in other lines of work in the city.

University of Chicago rate Union or City rate
Carpenters $ .70 $ 1.25
Painters .70 (three trades 1.25
Electricians .75 work eight 1.25
Plumbers .75 hours per 1.25
Steamfitters .75 day 1.25
Roofers .70 1.25

Power Plant and System
Business Manager's Assoc.
Engineer $175 $215
Wrighten 125 (Night hours 1.90
Gilfers 115 shifts thirty six
Coal passers 25 days per month
helpers and
laborers 105.50 - $115 1.96

First six months' service $90 (Nine hours $112.50
Second six months' service 25 days per day six $117.50
Thereafter 105 weeks $122.50

Elevator Operators
First six months' service $95, $100 $117.50, $122.50

Window Washers
First six months' service $90, $95, $100 $117.50, $122.50

The above schedule represents our maximum.

We have a number of men at less rates than those who are helpers or who have not been able to get proper classification on account of being more in the nature of repair men than experienced mechanics.

(Signed) Wallace Skidmore.

The Business Manager reported that a large number of students was expected to register for the Summer quarter and that obtaining rooms for them was exceedingly difficult. Effort was being made to secure space in the Training School Building of
the Women's American Baptist Home Mission Society, 2969 Vernon Avenue.

It was moved and seconded to refer the proposal to rent space in the Training School building at 2969 Vernon Avenue, to the Committee on Buildings and Grounds with power to act, and, a vote having been taken, the motion was declared adopted.

Adjourned.

[Signature]
Secretary.
The regular monthly meeting of the Board of
Trustees was held in the Board Room on Tuesday,
July 13, 1920, at 2 p.m.

There were present: Mr. Hyerson, in the chair,
Messrs. Arnett, Baldwin, Donnelley, Felsenthal,
Gilkey, Gray, Held, Hutchinson, MacLeish, Post,
Rosenwald and Swift; also Mr. Heckman.

Messrs. Judson, McCormick, Scott and Smith
sent word of their inability to be present.
Prayer was offered by Mr. Gilkey.

Thirteen Trustees being present,

It was moved and seconded to approve the
minutes of the meeting held June 8, 1920, and to
ratify and confirm all actions of that meeting in-
cluding the election of officers, and, a vote having
been taken, the motion was declared adopted.

The Secretary presented a minute from the
Committee on Expenditures recommending the com-
utnation of extra vacation credit of E. W. Burgess, net
$655.56; and of E. L. Lyman, net $666.66, and of H. G. Wells, net $2,022.22.

It was moved and seconded to concur in the
recommendation, to commute the extra vacation credits,
and to authorize the payment to E. W. Burgess of
$833.33, less one-third for cash, net $555.56; to
E. L. Lyman of $1,000, less one-third for cash, net
$666.66; to H. G. Wells of $1,033.33, less one-third
for cash, net $2,022.22, and, a vote having been
taken, the motion was declared adopted.

The Secretary presented the following com-
Board of Trustees
July 13, 1920

The Board of Trustees
University of Chicago.

The Budget for the year, July 1, 1920, - June 30, 1921, with estimated receipts of $5,294,224 and an equal amount of expenditures, the excess of estimated expenditures over estimated receipts having been provided for by underwriting $116,934 from Contingent Reserve, was adopted by the Board at its meeting held February 10, 1920.

At a meeting of the Board held April 13, 1920, the Budget as adopted was revised by the addition of estimated expenditures of $38,700 for payment of salaries of an increased number of teachers in the School of Commerce and administration.

In conformity with the action of the Board at the meeting held June 1, 1920, the Committee on Instruction and Equipment at this meeting will submit recommendations for increase of salaries of members of the teaching staff to an amount aggregating approximately $140,000. The Committee also submits herewith as requested by the Board at the same meeting an estimate of increased receipts. The Auditor's estimates of the increased receipts and expenditures are embodied in a report already submitted to the Board.

The Board will doubtless wish to adopt this revised Budget before acting on the recommendations for increases in salaries.

(Signed) J. Spencer Dickerson

The Secretary presented the following recommendations of the Committee on Instruction and Equipment for increase of salaries of members of the faculties in accordance with the scale of salaries adopted at the meeting of the Board held June 8, 1920:

Gertrude Dudley, Associate Professor in the Department of Physical Culture, from $3,500 to $4,000, from October 1, 1920.

A.A. Stagg, Professor and Director in the Department of Physical Culture, from $8,250 to $9,000, from July 1, 1920, to be charged to Athletics.

D.B. Reed, Associate Professor in the Department of Physical Culture, from $4,500 to $5,000, from October 1, 1920.

Salaries of Teaching Staff. Increase of
Board of Trustees

July 13, 1920

Jas. H. Tufts, Professor in the Department of Philosophy, from $6,000 to $7,000, from Oct. 1, 1920.

Harvey A. Carr, Associate Professor in the Department of Psychology, from $1,500 to $4,000, from Oct. 1, 1920.

H. A. Willet, Assistant Professor in the Department of Psychology, from $2,100 to $3,100, from Oct. 1, 1920.

E. C. Marsh, Professor in the School of Commerce and Administration, from $5,000 to $6,000, from Oct. 1, 1920.

Harry Alvin Willis, Professor in the Department of Political Economy, from $4,000 to $5,500, from Sept. 1, 1920.

Harry W. Wright, Professor in the Department of Political Economy, from $4,000 to $4,500, from Oct. 1, 1920.

James A. Field, Professor in the Department of Political Economy, from $4,000 to $4,500, from Oct. 1, 1920.

Harold C. Moulton, Associate Professor in the Department of Political Economy, from $3,200 to $4,000, from Oct. 1, 1920.

John Maurice Clark, Associate Professor in the Department of Political Economy, from $2,200 to $4,000, from Oct. 1, 1920.

Jacob Viner, Assistant Professor in the Department of Political Economy, from $2,200 to $3,000, from Oct. 1, 1920.

Ernst Freund, Professor in the Department of Political Science and in the Law School, from $6,625 to $7,000, from Oct. 1, 1920, this particular increase being in the Department of Political Science.

Charles B. Harrison, Professor in the Department of Political Science, from $4,300 to $5,000, from July 1, 1920.

H. W. Jernegan, Associate Professor in the Department of History, from $3,400 to $4,000, from Oct. 1, 1920.

Carl F. Rath, Jr. Assistant Professor in the Department of History, from $2,100 to $3,000, from Oct. 1, 1920.

Arthur F. Scott, Assistant Professor in the Department of History, from $3,200 to $3,000, from Oct. 1, 1920.

Oliver Parke, Professor in the Department of Sociology, from $4,000 to $4,500, from Oct. 1, 1920.

Frederick Starr, Associate Professor in the Department of Anthropology, from $3,000 to $3,500, from July 1, 1920.

Marian Talbot, Professor in the Department of Household Administration, from $4,000 to $4,500, from July 1, 1920.
J. H. Breasted, Professor in the Department of Semitic Languages and Literatures, Egyptology and Oriental History, from $5,000 to $5,500, from July 1, 1920.

John N. P. Smith, Professor in the Department of Semitic, from $4,000 to $4,500, from July 1, 1920.

Daniel E. Lucehnbill, Associate Professor in the Department of Oriental Languages and Literatures, from $3,750 to $4,000, from October 1, 1920.

Martin Sprangly, Assistant Professor in the Department of Arabic and Hebrew and Semitic Languages and Literatures, from $2,500 to $3,000, from October 1, 1920.

Clyde W. Votaw, Professor in the Department of Biblical Greek, from $4,000 to $4,500, from July 1, 1920.

Fred Herrfield, Assistant Professor in the Department of New Testament, from $2,700 to $3,000, from July 1, 1920.

Carl D. Buck, Professor and Head in the Department of Sanskrit and Indo-European Comparative Philology, from $6,000 to $7,000, from October 1, 1920.

Walter S. Clark, Associate Professor in the Department of Sanskrit and Indo-European Comparative Philology, from $3,000 to $4,000, from October 1, 1920.

Paul Sherry, Professor and Head in the Department of Greek, from $5,500 to $6,000, from October 1, 1920.

Clarence F. Castle, Associate Professor in the Department of Greek, from $1,500 to $2,000, from July 1, 1920.

Gordon J. Laing, Professor in the Department of Latin, from $4,500 to $5,000, from July 1, 1920.

J. M. Miller, Professor in the Department of Latin, from $4,000 to $5,500, from October 1, 1920.

William A. Sastri, Professor in the Department of Romance Languages and Literatures, from $4,000 to $7,000, from July 1, 1920.

E. R. Williams, Professor in the Department of Romance Languages and Literatures, from $3,500 to $5,000, from October 1, 1920.

E. P. Dorgan, Professor in the Department of Romance Languages, from $4,000 to $5,000, from July 1, 1920.

Earl Pfeiffer, Professor in the Department of Romance Philology, from $4,000 to $4,500, from July 1, 1920.

Henry C. E. David, Associate Professor in the Department of French Literature, from $3,500 to $4,000, from October 1, 1920.

Elizabeth Wallace, Associate Professor in the Department of Romance, from $3,200 to $4,000, from October 1, 1920.

George T. Northup, Professor in the Department of Spanish, from $4,000 to $4,500, from October 1, 1920.
#5 — Board of Trustees
July 13, 1920

<table>
<thead>
<tr>
<th>Name</th>
<th>Position in the Department of Romance or German Philology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rudolph Altrocchi</td>
<td>Assistant Professor in the Department of Romance, from $2,700 to $3,000, from October 1, 1920.</td>
</tr>
<tr>
<td>Albertson Coleman</td>
<td>Professor in the Department of Romance, from $4,000 to $4,500, from July 1, 1920.</td>
</tr>
<tr>
<td>Clarence E. Parmenter</td>
<td>Assistant Professor in the Department of Romance, from $2,500 to $3,000, from October 1, 1920.</td>
</tr>
<tr>
<td>Charles Castillo</td>
<td>Instructor in the Department of Romance Languages and Literatures, from $1,500 to $2,000, from October 1, 1920.</td>
</tr>
<tr>
<td>Starr W. Cutting</td>
<td>Professor and Head in the Department of Germanic Languages and Literatures, from $4,000 to $4,500, from October 3, 1920.</td>
</tr>
<tr>
<td>Philip H. Allen</td>
<td>Associate Professor in the Department of Germanic Languages and Literatures, from $3,000 to $3,500, from July 1, 1920.</td>
</tr>
<tr>
<td>Francis A. Wood</td>
<td>Professor in the Department of Germanic Philology, from $4,000 to $4,500, from July 1, 1920.</td>
</tr>
<tr>
<td>Martin Schmitz</td>
<td>Professor in the Department of German Literature, from $3,500 to $4,000, from October 1, 1920.</td>
</tr>
<tr>
<td>Charles Goettach</td>
<td>Associate Professor in the Department of Germanic Philology, from $3,200 to $3,500, from July 1, 1920.</td>
</tr>
<tr>
<td>Chester E. Gould</td>
<td>Assistant Professor in the Department of German and Scandinavian, from $3,500 to $3,000, from October 1, 1920.</td>
</tr>
<tr>
<td>John W. Mely</td>
<td>Professor and Head in the Department of English, from $4,000 to $4,500, from July 1, 1920.</td>
</tr>
<tr>
<td>William D. MacClintock</td>
<td>Professor in the Department of English Language and Literature, from $7,200 to $7,500, from October 1, 1920.</td>
</tr>
<tr>
<td>R.M. Lovett</td>
<td>Professor in the Department of English, from $4,500 to $5,000, from October 1, 1920.</td>
</tr>
<tr>
<td>Myra Reynolds</td>
<td>Professor in the Department of English, from $4,000 to $4,500, from October 1, 1920.</td>
</tr>
<tr>
<td>James W. Linn</td>
<td>Professor in the Department of English, from $4,000 to $4,500, from July 1, 1920.</td>
</tr>
<tr>
<td>Albert H. Talman</td>
<td>Professor in the Department of English Language and Literature, from $4,000 to $4,500, from October 1, 1920.</td>
</tr>
<tr>
<td>Tom Peete Cross</td>
<td>Associate Professor in the Department of English and Celtic, from $3,500 to $4,000, from October 1, 1920.</td>
</tr>
<tr>
<td>Charles R. MacBevill</td>
<td>Professor in the Department of English, from $4,000 to $4,500, from October 1, 1920.</td>
</tr>
<tr>
<td>Edith F. Flint</td>
<td>Associate Professor in the Department of English, from $3,200 to $4,500, from October 1, 1920.</td>
</tr>
<tr>
<td>David A. Robertson</td>
<td>Associate Professor in the Department of English, from $3,200 to $4,500, from October 1, 1920.</td>
</tr>
</tbody>
</table>
Jas. R. Balbert, assistant professor in the Department of English, from $2,500 to $3,000 from July 1, 1920.
Carl H. Grano, assistant professor in the Department of English, from $2,100 to $3,000 from July 1, 1920.
George W. Shorburn, assistant professor in the Department of English, from $2,100 to $3,000 from October 1, 1920.
J. H. Grubo, assistant professor in the Department of English, from $2,100 to $3,000 from October 1, 1920.
David H. Stevens, assistant professor in the Department of English, from $2,100 to $3,000 from October 1, 1920.
B. H. Shorburn, assistant professor in the Department of English, from $2,100 to $3,000 from October 1, 1920.
By A. B. Albright, instructor in the Department of English, from $2,500 to $3,000 from October 1, 1920.
G. C. Albright, associate professor in the Department of History of Literature, from $3,000 to $4,000 from October 1, 1920.
E. H. Moore, professor and head of the Department of Mathematics, from $6,500 to $7,000 from October 1, 1920.
Leonard R. Dickson, professor in the Department of Mathematics, from $5,500 to $6,500 from October 1, 1920.
Edward J. Wilenskis, professor in the Department of Mathematics, from $4,500 to $5,000 from October 1, 1920.
Jacob W. A. Young, associate professor in the Department of Mathematics, from $3,500 to $4,000 from October 1, 1920.
Arthur C. Lunn, associate professor in the Department of Mathematics, from $3,500 to $4,000 from October 1, 1920.
A. C. Lunn, associate professor in the Department of Mathematics, from $3,500 to $4,000 from October 1, 1920.
A. E. Frost, professor in the Department of Astronomy, from $5,500 to $6,500 from July 1, 1920.
Kurt Laves, associate professor in the Department of Astronomy, from $3,500 to $4,000 from October 1, 1920.
W. P. Macmillan, associate professor in the Department of Astronomy, from $3,000 to $3,500 from October 1, 1920.
John A. Parkhurst, associate professor in the Department of Astronomy, from $3,000 to $3,500 from January 1, 1921.
S. D. Barrett, assistant professor in the Department of Astronomy, from $2,000 to $2,500 from July 1, 1920.
C. J. Lee, instructor in the Department of Astronomy, from $1,500 to $2,000 from July 1, 1920.
Robert A. Williams, professor in the Department of Physics, from $6,000 to $7,000 from October 1, 1920.
W. H. Gale, professor in the Department of Physics, from $4,000 to $5,000 from July 1, 1920.
Harvey E. Lemon, assistant professor in the Department of Physics, from $2,500 to $3,000 from October 1, 1920.
A. T. Dunster, assistant professor in the Department of Physics, from $2,100 to $2,400 from October 1, 1920.
Julius Stieglin, Professor in the Department of Chemistry, from $6,000 to $7,000, from October 1, 1920.

H. Schlesinger, Associate Professor in the Department of Chemistry, from $3,000 to $4,000, from October 1, 1920.

J. W. B. Glattfeld, Assistant Professor in the Department of Chemistry, from $2,500 to $3,000, from October 1, 1920.

E. H. Terry, Assistant Professor in the Department of Chemistry, from $2,500 to $3,000, from July 1, 1920.

G. L. Wundt, Assistant Professor in the Department of Chemistry, from $2,500 to $3,000, from October 1, 1920.

R. H. Niolet, Assistant Professor in the Department of Chemistry, from $2,500 to $3,000, from October 1, 1920.

R. D. Salley, Professor in the Department of Geology, from $5,500 to $7,000, from July 1, 1920.

H. H. Harrow, Professor in the Department of Geography, from $5,500 to $6,000, from July 1, 1920.

W. B. Jones, Assistant Professor in the Department of Geography, from $2,500 to $3,000, from October 1, 1920.

W. J. Crozier, Assistant Professor in the Department of Zoology, from $2,500 to $3,000, from October 1, 1920.

N. H. Willard, Associate in the Department of Zoology, from $1,500 to $2,500, from October 1, 1920.

L. H. Rynan, Research Assistant in the Department of Zoology, from $1,000 to $2,000, from October 1, 1920.

Robert R. Beneley, Professor in the Department of Anatomy, from $6,000 to $7,000, from October 1, 1920.

G. J. Herrick, Professor in the Department of Anatomy, from $5,000 to $5,500, from October 1, 1920.

G. W. Bartelson, Associate Professor in the Department of Anatomy, from $3,000 to $4,000, from October 1, 1920.

C. H. Swift, Assistant Professor in the Department of Anatomy, from $2,500 to $3,000, from October 1, 1920.

A. J. Carlson, Professor in the Department of Physiology, from $5,000 to $6,000, from October 1, 1920.

A. H. Lackhardt, Associate Professor in the Department of Physiology, from $3,500 to $4,000, from October 1, 1920.
Fred Conrad Koch, Associate Professor in the Department of Physiological Chemistry, from $3,700 to $4,500, from October 1, 1920, of which $100 is for service as acting chairman of the Department.

A. E. Tatum, Assistant Professor in the Department of Physiological Chemistry, from $2,700 to $3,000 from January 1, 1921.

John N. Coulter, Professor and Head in the Department of Botany, from $4,500 to $7,000 from October 1, 1920.

William Crocker, Associate Professor in the Department of Botany, from $3,500 to $4,000 from July 1, 1920.

W. J. G. Land, Associate Professor in the Department of Botany, from $3,200 to $4,000 from October 1, 1920.

George D. Fuller, Assistant Professor in the Department of Botany, from $2,100 to $3,000 from October 1, 1920.

Harry G. Wells, Professor in the Department of Pathology, from $4,500 to $5,000 from July 1, 1920.

Edwin G. Jordan, Professor in the Department of Hygiene and Bacteriology, from $5,500 to $6,500 from October 1, 1920.

J. E. Forest, Assistant Professor in the Department of Hygiene and Bacteriology, from $2,700 to $3,500 from October 1, 1920.

Solomon R. Clark, Associate Professor in the Department of Public Speaking, from $3,600 to $4,000 from October 1, 1920.

Bertram G. Nelson, Assistant Professor in the Department of Public Speaking, from $2,700 to $3,000 from October 1, 1920.

Frederic H. Blanchard, Assistant Professor in the Divinity School, from $2,700 to $3,000 from October 1, 1920.

Peter G. Nede, Assistant Professor in the Department of Church History, from $2,400 to $2,700 from July 1, 1920.

C. G. Hardy, Assistant Professor in the School of Commerce and Administration, from $3,000 to $3,500 from October 1, 1920.

H. C. Morrison, Professor of School Administration, School of Education, from $5,000 to $6,000 from July 1, 1920.

Walter Gargent, Professor of Education as related to Art, from $4,500 to $5,000 from July 1, 1920.

S. C. Parker, Professor of Education, from $5,000 to $5,500 from July 1, 1920.

J. F. Schiitt, Professor, School of Education, from $4,500 to $5,000 from October 1, 1920.

W. S. Gray, Associate Professor, School of Education, from $3,200 to $4,000 from October 1, 1920.

It was moved and seconded to concur in the recommendations, to increase the salaries as proposed, and, a vote having been taken, the motion was declared adopted.
The Auditor submitted the revised budget for the fiscal year July 1, 1920 - June 30, 1921, accompanied by the following communication:

To the Board of Trustees,

Herewith is presented a revised budget for the fiscal year commencing July 1, 1920. At a meeting of the Board of Trustees held on February 10, 1920, a budget for the same period was approved amounting to $2,754,654. The budget now submitted amounts to $2,930,704, an increase of $176,050. This increase is due mainly to the following circumstances which made necessary a complete budget revision:

1. The adoption of a higher scale of salaries for the faculty.
2. The re-organization of the High and Elementary Schools.
3. The expansion of the scope of the School of Commerce and Administration.
4. The inclusion of the La Verne Hayes Foundation appropriations, and the additional sums needed to make the appropriations for the administrative offices, libraries, laboratories, buildings and grounds, and University Extension records with the actual scale of expenditures on June 10, 1920.

The sources of increase will be found in summary and in detail, both as to kind and by schools, colleges and departments, the additional appropriations being for:

1. Instructional salaries $102,730
2. Other salaries 64,583
3. Wages 9,128
4. Expenses and supplies 36,419
5. Hayes Foundation 55,000
6. Miscellaneous 33,727

Provision for the increased appropriations is made from the following sources:

1. Fees and rents from students $207,483
2. From invested funds
   a) Hayes Foundation $50,000
   b) Increased rents, etc 74,309
3. From miscellaneous 1,000
4. From grant of General Education Board for increase of Teachers' salaries 20,492

Leaving a remainder of 337,727 which it is suggested be an additional underwriting from the Contingent Reserve of $200,000, which will make a total so underwritten of $437,727. It is com
administration in his school or colleges, under the direction of the President, meeting personally the students and advising with them as to their courses of study.

Also to amend Articles IV, V, and VII of Statute 12 which are affected by the foregoing in conformity thereto.

It was moved and seconded to amend the Statutes of the University as recommended, and, a vote having been taken, the motion was declared adopted.

The Secretary submitted the following recommendations of the Committee on Instruction and Equipment:

The reappointment of the following administrative officers for one year each from July 1, 1920:

A. W. Slocom, Preparator and Assistant Curator, Walker Museum, with salary of $2,500.
S. Weller, Director, Walker Museum, without salary.
T. G. Allen, Secretary Haskell Oriental Institute, with salary of $600.
Marion Talbot, Dean of Women, without salary.
Sophonisba P. Breckinridge, Assistant Dean of Women, with salary of $100.
A. W. Small, Dean, Graduate School of Arts and Literature, without salary.
R. E. B. Galbreath, Dean, Graduate School of Science, with salary of $500.
David A. Robertson, Dean of the Colleges of Arts, Literature and Science, with salary of $1,000.
Elizabeth Wallace, Dean in Colleges, with salary of $500.
P. N. Boynton, Dean in Colleges, with salary of $500.
F. J. Miller, Dean in Colleges, with salary of $500.
Mrs. E. F. Flint, Dean in Colleges, with salary of $500.
M. G. Gale, Dean in College of Science, with salary of $500.
W. E. Jones, Dean in College of Science, with salary of $500.
R. M. Newman, Dean in College of Science, with salary of $500.
R. M. Lovett, Dean of Junior Colleges, with salary of $500.
J. H. Hudson, Dean of Medical Students, with salary of $500.
J. H. Breasted, Director, Oriental Institute, with salary of $1,500.

W. B. Scouwens, Curator, Kent Chemical Laboratory, with salary of $1,400.

Shailer Mathews, Dean, Divinity School, with salary of $1,000.

Henrik Gundersen, Head of Norwegian Divinity House, without salary.

J. P. Hall, Dean of the Law School, with salary of $1,000.

Sethaniel Butler, Director of Cooperative Work, with salary of $900.

O. C. Marshall, Dean of the School of Commerce and Administration, with salary of $1,000.

W. A. Payne, Recorder and Examiner, with salary of $900.

F. J. Gurney, Assistant Recorder, with salary of $3,000.

W. N. Martin, Assistant Examiner, with salary of $1,500.

W. H. Hoyt, Secretary of the Board of Recommendations, with salary of $2,000.

W. F. Hallory, Secretary of the Correspondence Study Department, with salary of $6,000.

The following from October 1, 1920:

J. Stiegliet, Director of the Laboratories, with a salary of $350.

Sethaniel Butler, Dean of University College, with salary of $1,100.

E. S. Reed, Health Officer, with salary of $200.

R. W. Stevens, Director of the Choir, with salary of $2,000.

Appointment of Charles H. Judl as Chairman of the Department of Psychology, for three years from July 1, 1920, with salary of $1,000.

It was moved and seconded to appoint and re-appoint administrative officers as recommended, and, a vote having been taken, the motion was declared adopted.

The Secretary submitted the following recommendations of the Committee on Instruction and Equipment:

The reappointment of the following:

F. D. Breckenridge to an instructorship in the Department of Political Science, for two years from October 1, 1919, with salary of $1,500.
I. H. Edwards, to an instructorship in the Department of History, for three years from October 1, 1920, with salary of $2,000.

E. Jermyn, to an instructorship in the Department of History, for three years from October 1, 1920, with salary of $2,000.

L. Taft, to a professorial lecturership in the Department of History of Art, for one year from July 1, 1920, with salary of $750.

Russell Burgess, to an assistant professorship in the Department of Sociology, for four years from July 1, 1920, with salary of $2,000.

E. L. Brown, to an instructorship in the Department of Romance, for three years from October 1, 1920, with salary of $2,000.

J. B. Hess, to an instructorship in the Department of Romance, for three years from October 1, 1920, with salary of $2,000.

L. E. Levin, to an instructorship in the Department of Romance, for three years from October 1, 1920, with salary of $2,500.

H. E. Gronow, to an assistant professorship in the Department of German, for one year from July 1, 1920, with salary of $2,100.

J. J. Meyer, to an assistant professorship in the Department of German, for one year from October 1, 1920, with salary of $2,100 to be charged to Retiring Allowance.

A. C. Roe, to an assistant professorship in the Department of German, for one year from October 1, 1920, with salary of $2,100.

K. A. Gramm, to an instructorship in the Department of English, for three years from October 1, 1920, with salary of $1,100.

C. Van Zierbroeck, to an assistant professorship in the Department of Astronomy, for three years from July 1, 1920, with salary of $2,750.

W. A. Heine, to a professorial lecturership in the Department of Chemistry, for one year from July 1, 1920, with salary of $300.

Mary M. Rising, to an Instructorship in the Department of Chemistry, for three years from October 1, 1920, with salary of $1,100.

H. E. Schlesinger, as Secretary of the Department of Chemistry, for one year from July 1, 1920, with salary of $300.

H. J. Bretz, to an assistant professorship in the Department of Geology, for four years from October 1, 1920, with salary of $3,000.

R. S. Platt, to an instructorship in the Department of Geography for one year from October 1, 1920, with salary of $2,100.

D. S. Whittlesey, to an instructorship in the Department of Geography, for one year from October 1, 1920, with a salary of $3,000.
A. W. Bellamy, to an instructorship in the Department of Zoology, for one year from July 1, 1920, with a salary of $1,500.

A. W. Bellamy, to an instructorship in the Department of Zoology, for one year from July 1, 1920, with a salary of $1,500.

C. R. Moore, to an instructorship in the Department of Zoology, for one year from October 1, 1920, with a salary of $2,000.

Marion Hines, to an instructorship in the Department of Anatomy, for one year from October 1, 1920, with a salary of $1,500.

R. W. Watkins, to an instructorship in the Department of Anatomy, for one year from October 1, 1920, with a salary of $1,500.

J. V. Lawrence, to an instructorship in the Department of Physiological Chemistry, for one year from October 1, 1920, with a salary of $1,200.

K. C. Coulter, to an instructorship in the Department of Botany, for one year from October 1, 1920, with a salary of $2,000.

S. H. Eckerson, to an instructorship in the Department of Botany, for one year from October 1, 1920, with a salary of $2,000.

B. H. Pink, to an instructorship in the Department of Pathology, for one year from October 1, 1920, with a salary of $2,000.

I. H. Jacobson, to an instructorship in the Department of Pathology, for two years from October 1, 1920, without salary.

K. K. Esseler, to an assistant professorship in the Department of Pathology, for one year from October 1, 1920, without salary.

R. M. Lewis, to an instructorship in the Department of Pathology, for one year from October 1, 1920, without salary.

E. H. Lees, to an instructorship in the Department of Physiology and Bacteriology, for one year from October 1, 1920, with a salary of $1,500.

Margaret Burn, to an instructorship in the Department of Physical Culture, for one year from October 1, 1920, with a salary of $1,500.

E. E. Gordon, to an instructorship in the Department of Physical Culture, for three years from October 1, 1920, with a salary of $3,000.

Margaret Burns, to an instructorship in the Department of Physical Culture, for three years from October 1, 1920, with a salary of $3,000.

Dorothy Scales, to an instructorship in the Department of Physical Culture, for two years from October 1, 1920, with a salary of $1,500.
J. H. White, to an assistantship in the Department of Physical Culture, for one year from July 1, 1920, with a salary of $2,000.

C. O. Holick, to an instructorship in the Department of Preventive Medicine, for one year from July 1, 1920, with a salary of $2,000.

A. E. Heydon, to an instructorship in the Department of Comparative Religion, for three years from July 1, 1920, with a salary of $2,000.

F. W. Cunneen, to a professorial lectureship in the Department of Practical Theology, for one year from July 1, 1920, without salary.

E. A. L. Abbott, to an instructorship in the School of Commerce and Administration, for three years from October 1, 1920, with a salary of $1,500.

L. S. Lyon, to an assistant professorship in the School of Commerce and Administration, for one year from October 1, 1920, with a salary of $1,500.

L. C. Sorrell, to an instructorship in the School of Commerce and Administration, for one year from October 1, 1920, with a salary of $1,500.

W. M. Spencer, to an assistant professorship in the School of Commerce and Administration, for one year from October 1, 1920, with a salary of $1,500.

E. B. Burton, as Director of University Libraries, for one year from July 1, 1920, with a salary of $4,000.

J. C. M. Hansen, as Associate Director of University Libraries, for three years from July 1, 1920, with a salary of $5,000.

E. L. Dickinson, in the Library with rank of Instructor, for one year from July 1, 1920, with a salary of $1,680.

C. M. Gettys, in the Library with rank of Associate, for one year from July 1, 1920, with a salary of $1,440.

R. A. Henry, in the Library with rank of Associate, for one year from July 1, 1920, with a salary of $2,280.

Bertha E. Rygen, in the Library with rank of Associate, for one year from July 1, 1920, with a salary of $1,680.

K. T. Jarchson, in the Library with rank of Associate, for one year from July 1, 1920, with a salary of $1,440.

R. Lamb, in the Library with rank of Associate, for one year from July 1, 1920, with a salary of $1,920.

E. M. Manchester, in the Library with rank of Instructor, for one year from October 1, 1920, with a salary of $2,700.

R. B. Boman, in the library with rank of Associate, for one year from July 1, 1920, with a salary of $1,680.

C. P. Perrine, in the Library with rank of Instructor, for one year from July 1, 1920, with a salary of $1,920.
J. C. Robertson, in the library with rank of Instructor, for one year from July 1, 1920, with a salary of $1,800.

F. W. Schenk, in the library with rank of Associate, for one year from July 1, 1920, with a salary of $2,200.

D. C. Schmidt, in the Library, for one year from July 1, 1920, with a salary of $1,600.

C. A. Torrey, in the Library with rank of Instructor, for one year from July 1, 1920, with a salary of $1,500.

A. C. Lewis, to an assistant professorship in the Department of Military Science and Tactics, for one year from July 1, 1920, without salary.

J. C. Lewis, to an assistant professorship in the Department of Military Science and Tactics, for one year from July 1, 1920, without salary.

J. C. Lewis, to an assistant professorship in the Department of Military Science and Tactics, for one year from July 1, 1920, without salary.

A. D. Beman, to a professorial lecturership in Surgery in the Department of Medicine, for one year from July 1, 1920, without salary.

J. C. Webster, to a professorial lecturership in the Department of Medicine, for one year from July 1, 1920, without salary.

Appointment of the following:

Ernest Wilford Putthammer, to an instructorship in the Law School, for one year from October 1, 1920, with salary of $2,700.

Albert Martin Kales, to a professorial lecturership in the Law School for the Autumn Quarter, 1920, with salary of $900.

E. F. Young, to an instructorship in the School of Commerce and Administration, for one year from July 1, 1920, with salary of $1,600.

L. W. Minta, to an instructorship in the Department of Political Economy, for one year from October 1, 1920, with salary of $1,700.

E. H. Douglas, to an assistant professorship in the School of Commerce and Administration, for two years from July 1, 1920, with salary of $3,500.

Edward B. Atkinson, to an instructorship in the School of Commerce and Administration, for one year from October 1, 1920, with salary of $2,700.

Florence McAdie, to an association in the Department of Physical Culture, for one year from October 1, 1920, with salary of $1,900.

Amy Wyile, to an association in the Department of Physical Culture, for one year from October 1, 1920, with salary of $1,800.

Mary F. Welch, on the Library Staff with rank of Associate, for one year from July 1, 1920, with salary of $1,200.

Zonja A. Wallen, to an association in the Department of Chemistry, for one year from October 1, 1920, with salary of $1,000. (Now Mrs. Lawrence)
Promotion of the following:

T. L. Beff, to an associate professorship in the Department of Chemistry, from October 1, 1920, with salary of $3,000.

D. J. Lingle, to an associate professorship in the Department of Physiology, from October 1, 1920, with salary of $3,000.

H. M. Wester, to an instructorship in the Department of Hygiene and Meteorology, for three years from October 1, 1920, with salary of $3,000.

It was moved and seconded to concur in the recommendations and to appoint, to reappoint and to promote the several persons as recommended, and, a vote having been taken, the motion was declared adopted.

The Secretary submitted the following recommendations:

Administrative Officers:

Appointment of the following:

C. H. Judi, Director of School of Education, for one year from July 1, 1920, with salary of $2,500.

H. C. Morrison, Superintendent of the Laboratory Schools, for one year from July 1, 1920, with salary of $3,000.

W. S. Gray, Dean of the College of Education, for one year from July 1, 1920, with salary of $3,500.

Promotion of the following:

Frank Nugent Freeman from associate professor to professor in the Department of Educational Psychology, from July 1, 1920, with salary of $4,500.

Gertrude B. Halliday, from instructor to assistant professor in the Department of Home Economics, College of Education, from January 1, 1921, with salary of $2,100, for one year to January 1, 1922.

Increase in salary of the following:

Katherine Hunt, associate professor in the College of Education, from $3,500 to $3,550, from July 1, 1920.

R. R. Downing, associate professor in the College of Education, from $3,500 to $4,000, from October 1, 1920.

H. L. Lyman, associate professor in the College of Education, from $3,500 to $4,000, from July 1, 1920.
R. M. Tryon, associate professor in the College of Education, from $3,000 to $3,500 from July 1, 1920.
Frederick S. Breed, assistant professor in the College of Education, from $2,500 to $3,000 from October 1, 1920.
Alice Temple, assistant professor in the College of Education, from $2,400 to $1,000 from October 1, 1920.
William C. Whitford, assistant professor in the College of Education, from $2,500 to $3,000 from July 1, 1920.
Habel Trilling, assistant professor in the College of Education, from $2,500 to $2,700 from October 1, 1920.
Emery T. Pilkey, assistant professor in the College of Education, from $2,000 to $2,500 from October 1, 1920.
Lydia Roberts, assistant professor in the College of Education, from $2,000 to $2,400 from July 1, 1920.
Antoinette A. Hollister, instructor in the College of Education, from $1,800 to $2,500 from July 1, 1920.

Reappointment of the following:
Grace E. Storm, to an instructorship in the College of Education, for one year from October 1, 1920, with salary of $1,500.
Leon S. Bowman, to an instructorship in the College of Education, for one year from October 1, 1920, with salary of $1,500.
Hildred V. Talbot, to an instructorship in the College of Education, for one year from October 1, 1920, with salary of $1,500.
Ruth Abbott, as Librarian, for one year from October 1, 1920, with salary of $1,500.
Earl John Helsinger, to an instructorship in the College of Education, for one year from October 1, 1920, with salary of $2,250.

Appointment of the following:
John Bailey Ellis, to an instructorship in the College of Education, for the Autumn Quarter, 1920, and the Winter quarter, 1921, with salary of $1,500.

Junior College:
Appointment of the following:
C. F. Ford, to an assistant professorship in the Junior College, for one year from October 1, 1920, with salary of $1,500.
Robert Winter, to an assistant professorship in the Junior College, for one year from October 1, 1920, with salary of $2,000.
High School:
Reappointment of the following:
Morton Snyder, as principal of the High School, for one year from October 1, 1920, with salary of $5,000.
Elsie H. Smithies, as teacher in the High School and Assistant to the principal, for one year from October 1, 1920, with salary of $2,500.
Harry F. Scott, as teacher in the High School, for one year from October 1, 1920, with salary of $2,400.
Arthur G. Beverage, as teacher in the High School, with salary of $1,000 from July 1, 1920, to September 30, 1920, and of $1,200 for one year from October 1, 1920.
Katherine M. Slaught, as teacher in the High School, for one year from October 1, 1920, with salary of $2,000.
Marie Cote Weaver, as teacher in the High School, for one year, from October 1, 1920, with salary of $1,500.
Frances Rust, as teacher in the High School, for one year, from October 1, 1920, with salary of $1,600.
Anna T. S. Gronow, as teacher in the High School, for one year from October 1, 1920, with salary of $1,500.
Howard C. Hill, as teacher in the High School, for one year from October 1, 1920, with salary of $3,500.
Arthur F. Hamard, as teacher in the High School, for one year from October 1, 1920, with salary of $2,400.
Mary C. Hamilto, as teacher in the High School, for one year from October 1, 1920, with salary of $2,000.
Selma Clark, as teacher in the High School, for one year from October 1, 1920, with salary of $2,000.
Hannah Logana, Librarian in the High School, for one year from October 1, 1920, with salary of $2,000.
Edith Shepherd, as teacher in the High School, for one year from October 1, 1920, with salary of $1,000.
Ernest H. Brasliech, as teacher in the High School, for one year from October 1, 1920, with salary of $3,500.
Nancy G. Wright, as teacher in the High School, for one year from October 1, 1920, with salary of $2,400.
Hermie G. Robinson, as teacher in the High School, for one year from October 1, 1920, with salary of $2,500.
Charles J. Pieper, as teacher in the High School, for one year from October 1, 1920, with salary of $3,000.
Vergil C. Lohr, as teacher in the High School, for one year from October 1, 1920, with salary of $9,800.
W. C. Lohr

Wilbur L. Beauchamp, as teacher in the High School, for one year from October 1, 1920, with salary of $3,500.
W. L. Beauchamp

Lily M. Perry, as teacher in the High School, for one year from October 1, 1920, with salary of $2,000.
Lily M. Perry

Theodore Pettle, as teacher in the High School, for one year from October 1, 1920, with salary of $1,800.
Theodore Pettle

Harry T. Pulitz, as teacher in the High School, for one year from October 1, 1920, with salary of $7,200.
H. T. Pulitz

Henry M. Buerchelots, as teacher in the High School, for one year from October 1, 1920, with salary of $3,400.
H. M. Buerchelots

Elizabeth Todd, as teacher in the High School, for one year from October 1, 1920, with salary of $1,700.
Elizabeth Todd

Helen James, as teacher in the High School, for one year from October 1, 1920, with salary of $2,100.
Helen James

Appointment of the following:
Ernest J. Evans, as teacher in the High School, for one year from October 1, 1920, with salary of $2,300.
Z. F. Evans

Abbie A. Belden, as teacher in the High School, for one year from October 1, 1920, with salary of $1,600.
Abbie A. Belden

Elementary School:
Reappointment of the following:
Harry O. Gillett, principal of the Elementary School, for one year from October 1, 1920, with salary of $3,500.
H. O. Gillett

Marjorie Hardy, as teacher in the Elementary School, for one year from October 1, 1920, with salary of $1,900.
Marjorie Hardy

Genevieve Kirkbride, as teacher in the Elementary School, for one year from October 1, 1920, with salary of $1,900.
Genevieve Kirkbride

Laura Lucas, as teacher in the Elementary School, for one year from October 1, 1920, with salary of $1,600.
Laura Lucas

Kary Cameron, as teacher in the Elementary School, for one year from October 1, 1920, with salary of $1,500.
Kary Cameron

Edith Facer, as teacher in the Elementary School, for one year from October 1, 1920, with salary of $1,500.
Edith Facer

Adaline Sherman, as teacher in the Elementary School, for one year from October 1, 1920, with salary of $1,700.
Adaline Sherman
<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>School/Region</th>
<th>Start Date</th>
<th>Duration</th>
<th>Salary</th>
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<tbody>
<tr>
<td>Bernita Breitler</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<tr>
<td>Leora Vail</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Joscette Spink</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Martha N. Parker</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<tr>
<td>Cassandra Harmon</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Grace Eargow</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Mary R. Kern</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Violet Willis</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Katherine Stilwell</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Clarice Evans</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Isabel Robinson</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Helen S. Harris</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Helen P. Cook</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Delta Kibbe</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>Helen Sicklaus</td>
<td>Teacher in the Elementary School</td>
<td>for one year from October 1, 1920, with salary of $1,700.</td>
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<td>William J. Moniker</td>
<td>Teacher in the High School</td>
<td>for one year from October 1, 1920, with salary of $3,500.</td>
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<td>J. Beach Cragun</td>
<td>Teacher in the High School</td>
<td>for one year from October 1, 1920, with salary of $3,500.</td>
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