

MEETING OF THE REGENTS OF THE UNIVERSITY OF
OKLAHOMA IN ADJOURNED SESSION AT THE
PRESIDENT'S OFFICE IN THE UNI-
VERSITY, APRIL 13th, 1910.

The meeting was called to order at 10:00
a.m. Present: Nelson, Gordon, Perry, Betty, Lydick,
Rowsey, Hatchett, Linebaugh. In the absence of Mr.
Cruce, President of the Board, Dr. Gordon was elect-
ed President Pro Tem.

W. E. Rowsey, C. C. Hatchett, J. Matt Gord-
on and N. L. Linebaugh, lately reappointed members
of the Board of Regents, took the oath of office
prescribed by the Constitution of the State of Okla-
homa.

The minutes of the last meeting of the Re-
gents were read and approved.

The following petition was presented from
the Epworth College of Medicine.

"March 17, 1910.

"To the Board of Regents, University of Oklahoma:--

"We, the undersigned Board of Directors of
the corporation, The Epworth College of Medicine,
hereby make application to become a part of the
University of Oklahoma. The dissolution of the
above mentioned corporation is now pending and
the same will be consummated as soon as legally
possible.

" Respectfully,

(Signed)

L. Haynes Buxton, President.
A. K. West, Dean.
M. Smith, V. P.
Antonio D. Young, Secy.
Lea A. Riely, Treas.

The report of the committee on the Medical School was read, recommending that the University absorb the former Epworth College of Medicine and that the 3rd and 4th years be located at Oklahoma City. It was moved that the report be adopted and that the application of the school for absorption be accepted and that said part of the school be so located. Carried.

The proposed faculty for the 3rd and 4th years of the Medical School at Oklahoma City was read, as follows:

Arthur Grant Evans, D. D.,
President of the University.

Charles Sharp Bobo, M. D.,
Dean of the School of Medicine, and Professor of Forensic Medicine and Therapeutics.

Edwin DeBarr, M. S., Ph. D.,
Professor of Chemistry.

Homer Charles Washburn, Ph. C., B. S.,
Professor of Pharmacy and Materia Medica.

Guy Yandell Williams, B. A.,
Associate Professor of Chemistry.

Henry Higgins Lane, A. M.,
Professor of Zoology and Embryology.

Walter Leander Capshaw, M. D.,
Professor of Anatomy.

Louis Alvin Turley, A. M.,
Professor of Pathology and Neurology.

John Chester Darling, M. S.,
Physical Director, with the rank of Associate Professor.

John Dice MacLaren, M. S., M. D.,
Professor of Physiology and Experimental Medicine.
Hotel Agnes, Norman.

Archa Kelly West, M. D.,
Professor of the Principles and Practice of Medicine.
Majestic Building, Oklahoma City.

Harry Coulter Todd, A. B., A. M., M. D.,
Professor of Otology, Rhinology and Laryngology.
Indiana Building, Oklahoma City.

William James Jolly, M. D.,
Professor of the Principles and Practice of Surgery
Lee Building, Oklahoma City.

~~Lawrence~~ ^{Lauren} Haynes Buxton, M. D., LL. D.,
Professor of Ophthalmology.
Indiana Building, Oklahoma City.

Lea Armistead Riely, A. M., M. D.,
Professor of Clinical Medicine.
American National Bank Building, Oklahoma City.

Antonio DeBord Young, M. D.,
Professor of Nervous and Mental Diseases,
Security Building, Oklahoma City.

Robert Mayburn Howard, M. D.,
Professor of Clinical Surgery.
Security Building, Oklahoma City.

Edmond Shepherd Ferguson, M. D.,
Professor of Clinical Ophthalmology, Otology,
Rhinology and Laryngology.
India Temple, Oklahoma City.

Billington Smith, M. D.,
Professor of Surgery and Clinical Surgery.
Colcord Building, Oklahoma City.

~~John William Riley, M. D.,
Professor of Surgery and Clinical Surgery.
Colcord Building, Oklahoma City.~~

John William Riley, M. D.,
Professor of Fractures and Dislocations and Minor
Surgery.
Lee Building, Oklahoma City.

Abraham Lincoln Blesh, M. D.,
Professor of Surgery and Clinical Surgery.
Pioneer Building, Oklahoma City.

Lewis Jefferson Moorman, M. D.,
Professor of Physical Diagnosis.
Pioneer Building, Oklahoma City.

Robert Elmore Looney, M. D.,
Professor of Obstetrics
American National Bank Building, Oklahoma City.

Horace Reed, M. D.,
Professor of Surgical Pathology and Diagnosis.
Pioneer Building, Oklahoma City.

Samuel Robert Cunningham, M. D., A. M.,
Professor of Gynecology.
Majestic Building, Oklahoma City.

Curtis Richard Day, M. D., Ph. G.,
Professor of Genito-Urinary and Venereal Diseases.
Security Building, Oklahoma City.

Everett Samuel Lain, M. D.,
Professor of Dermatology, Electro-Therapy and
Radiography.
American National Bank Building, Oklahoma City.

George Althouse LaLotte, M. D.,
Professor of Clinical Medicine,
209-2 W. Main Street, Oklahoma City.

Arthur Weaver White, A. M., M. D.,
Instructor in Gastro-Intestinal Diseases,
120-2, N. Robison Street, Oklahoma City.

Arthur Anderson Will, M. D.,
Instructor in Rectal Surgery,
120-2 N. Robison Street, Oklahoma City.

Dlarence Edward Lee, M. D.,
Instructor in Clinical Microscopy and Director of
the Clinical Laboratories.
Pioneer Building, Oklahoma City.

Joseph Fife Messenbaugh, M. D.,
Instructor in Medicine,
209-2 W. Main Street, Oklahoma City.

Richard Leland Foster, M. D.,
Instructor in Hygiene, Sanitary Science and State
Medicine.
American National Bank Building, Oklahoma City.

William Richard Bevan, M. D.,
Instructor in Therapeutics.
Indiana Building, Oklahoma City.

Leila Edna Andrews, M. D.,
Instructor in Pediatrics.
120-2 N. Robison Street, Oklahoma City.

Eva Austin Wells, M. D.,
Assistant Instructor in Pediatrics.
Lee Building, Oklahoma City.

Gayfree Ellison, M. D.,
Instructor in Surgical Anatomy.
American National Bank Building, Oklahoma City.

insert here
Go *Thomas Martin, A.M., M.D.,*
instructor in Obstetrics,
Lee Building, Okla. City

Walter Griswold Bisbie, M. D.,
Instructor in Orthopedic Surgery.
122-2 N. Broadway, Oklahoma City.

Walter William Wells, M. D.,
Instructor in Didactic Surgery.
Lee Building, Oklahoma City.

John Smith Hartford, M. D.,
Instructor in Gynecology.
Security Building, Oklahoma City.

Thomas Craig Burns, M. D.,
Instructor in Nervous and Mental Diseases.
Security Building, Oklahoma City.

Albert Clifford Hirschfield, M. D.,
Instructor in Materia Medica.
Oddfellows Building, Norman.

Moved by Perry, seconded by Hatchett, that we adopt the faculty as read and that this be made a part of the report concerning the School of Medicine. Carried.

Moved by Linebaugh, seconded by Hatchett, ^{Rowsey} that a committee consisting of Lydick, Nelson, and the Dean of the School of Law, be appointed and given authority to bring suit in the court, if they see necessary, to settle the matter as to the amount of money to which we are entitled under the bill appropriating funds for the University, and the question as to whether we will waive our right to any of it if it is not drawn before June 30th, and any similar questions, and that the committee be instructed to act at once. Further, that the Board request Dean Monnet to report to this committee as to the legal questions involved. Carried.

Mr Rowsey presented the resignation of Prof. Gardner as Professor of Psychology and Philosophy. Moved by Hatchett, seconded by Perry, that the resignation be accepted to take effect September 1, 1910. Carried.

Mr. Lydick, Chairman of the Committee on Salaries, presented the report for the Committee. (See Exhibit "A".) On motion it was decided to take up the report of the committee section by section, it being agreed that in all cases where there was no change made, those now holding position should be retained at same salaries.

The report of the committee with regard to the chemistry department was accepted with the exception of the increase in salary for Dr. Debarr.

The report of the committee with regard to the history department was accepted with the exception of the increase in salary for Professor Buchanan. On motion Professor Gittinger was given the title of Professor.

The section of the report dealing with the Classical Department was adopted.

Upon presentation of the report of the report with regard to the Botany Department it was moved by Hatchett, seconded by Linebaugh, that the report of the committee be approved and that the Board request President Evans to confer with Dr Van Vleet as to the organization of a department of Forestry. Carried.

Adjourned for lunch.

Afternoon session.

The Board was called together at 2:10 p. m. in President Evans' office with same persons present as in morning session.

Moved by Linebaugh, seconded by Hatchett,

that Mr Royal J Allen of the State Board of Public Affairs be given opportunity to speak to the Board. Carried. Mr. Allen spoke regarding bills for printing advertisements for bids for the new University Hall, which advertisements were published in papers outside the state of Oklahoma, the total amounting to something over \$600.00. Moved by Linebaugh, seconded by Nelson, that the claims for advertising for bids for the University building be allowed and warrants ordered drawn for payment of same. Carried.

The report of the Salaries Committee was again taken up.

The recommendations of the committee as to the Mathematics Department were accepted.

Upon presentation of the section of the report dealing with the College of Engineering it was moved by Rowsey, seconded by Perry, that the matter of the department of engineering be left as it now is with Professor Bozell's salary raised to \$1500.00 per annum, and with instructions from the President of this University to the head of that department setting forth the fact that we expect him to increase his department materially during this coming year. Carried.

The recommendations of the committee with regard to the music department were accepted. On motion the President was empowered to employ in addition a third piano teacher on a percentage basis for next year, and was directed to bring in nominations for the positions left vacant by Miss Brewer, Miss Goodrich and Miss Smith.

President Evans recommended that this position of Violin Instructor be filled by the reappointment of Miss Merle Newby at a salary of \$750, guaranteed and 85% of all fees earned. Moved by Lydick seconded by Rowsey, that this recommendation be adopted. Carried.

The recommendations of the committee with regard to the German Department, that the salaries be \$2000, \$1350, and \$1250 respectively for Professors Meier, Voss and Holt, were accepted.

Upon presentation of the section of the report with regard to the English Department the recommendation that one professor in this department should be dropped was amended by Hatchett, seconded by Perry, so as to continue the services of the professor and the associate professor at present salaries and fixing the salaries of the two instructors for the ensuing year at \$1000.00 each.

In the Department of Zoology no change in salary was recommended and the report was approved.

In the Department of Political Science no change in salary was recommended and the section was approved.

Upon presentation of the section of the report with regard to the Departments of Psychology and Education, it was moved by Lydick, seconded by Linebaugh, that Mr. Brownway be employed as instructor in Psychology. Carried. Moved by Lydick, seconded by Linebaugh, ~~seconded~~ that an additional professorship of the Science of Teaching be created. Motion

lost. Moved by Lydick, seconded by Hatchett, that Professor Erwin be elected Professor of ~~Education and Psychology~~ *and Philosophy and Director of the School of Teaching*, and ~~Psychology~~ *Carrien*. Moved by Lydick, seconded by Linebaugh that the salary of Mr Brockway be fixed at \$1400.00 per annum. Amended by Hatchett, seconded by Perry, that the salary of Mr Brockway be fixed at \$1250.00 per annum. Motion as amended carried.

Upon presentation of the section of the report with regard to the Department of Political Science, no change in salary was recommended and the report as approved.

Upon presentation of the section of the report with regard to the Department of Physics the report was accepted authorizing the increase in the salary of Professor Haseman from \$1500.00 to \$1600,00 per year.

Upon presentation of the section of the report dealing with the Department of Physical Culture for Women, upon motion of Hatchett, seconded by Rowsey, it was decided to unite the directorship of physical culture for women with the department of elocution or expression at a salary of \$800 plus 35% of all fees in the department of expression. Moved by Rowsey, seconded by Betty, that the President be instructed to nominate a suitable person for the joint position and report such nomination to next meeting of the Board. Motion carried.

Mr. Betty presented a report as to alleged

improper conduct on the part of Professor Holmberg, Dean of the School of Fine Arts. Moved by Rowsey, seconded by Perry, that Mr. Holmberg be retained. Carried.

The report of the committee as to the Medical Department was read. Moved by Linebaugh, seconded by Lydick, that Dr. Bobo's salary as Dean of the entire school be fixed at \$1500.00 per annum. On motion the recommendation of the committee that Dr. Capshaw's salary be raised from \$1500.00 to \$1600.00 per annum was lost.

Upon presentation of the section of the report with regard to the School of Law, the recommendation of the committee that the Dean of the School together with the President of the University be authorized to nominate a professor for an additional chair in this school at a salary of \$2,000.00 per annum was approved.

The recommendation of the committee with regard to the Department of Physical Culture was approved, granting Professor Darling leave of absence without salary for one year, and the President of the University was instructed to nominate a person to fill this position for the year of his absence, at a salary not to exceed \$1250.00.

Upon motion it was decided that the salary of the Secretary to the President who is also secretary to the general faculty of the University be fixed for the ensuing year at \$1600.00.

Moved by Betty, seconded by Perry, that the

the per diem and expenses of the members of the Board of Regents who attended this session be allowed and warrants ordered drawn. Carried.

On motion, adjourned, to meet again on Friday, the 29th of April.

Do not copy following.

EXHIBIT "A."

REPORT OF THE SALARY COMMITTEE.

TO THE BOARD OF REGENTS OF THE STATE UNIVERSITY:--

Pursuant to your instructions, the committee on salaries has investigated the work being done by the various professors and instructors of the University, and report as follows:

CHEMISTRY DEPARTMENT

Dr. DeBarr is instructing classes in work, for which credit of 28 hours is being given. No other professor or instructor in the University does more than 18 hours per week. In addition to this, he is Vice-President of the University. Dr. DeBarr has been with the University for eighteen years, and in our opinion he is one of the best chemists in the West. He is a tower of strength to the University. His present salary is \$2250.00 per year. We recommend that his salary be increased \$100.00

Prof. Williams and Mr. Calvert appear to be busy and devoting their entire time to the work. We recommend that their salaries remain as they are now fixed.

HISTORY DEPARTMENT

Prof. Buchanan, in addition to his position as Head of the Department of History, is dean of the college of Arts and Sciences. This requires a great amount of his time, and calls for learning, skill, tact and business management. Prof. Buchanan is doing twelve hours a week in teaching, in addition to his other duties. He has been with the University for fifteen years, and in our opinion is one of the most valuable men the University has. We recommend that his salary be increased from \$2250.00 to \$2350.00 per year.

Prof. Gittinger has 13 hours per week, and Prof. Floyd has 12 hours per week. We are of the opinion that each of these gentlemen could and ought to do a great deal more work than they are doing. We find that student assistants have been employed to teach Modern History, American History and Ancient History. In our opinion this work ought to be done by the professors in this department. They ought to be, and doubtless are, capable of giving better instruction than the student assistants can do. In order, therefore, that the students may have better instruction in these branches, and that the University may be saved the expense of employing student assistants, and for the reason that Professors Gittinger and Floyd, in the opinion of your committee, have not

sufficient work to do, we recommend that the student assistants in this Department be discontinued and the work given over to the professors, to be divided as the Head of the Department may advise.

We find that Prof. Gittinger is an able instructor and has been with the University for eight years. We recommend that his salary be increased from \$1500.00 to \$1600.00 per year, and that Prof. Floyd's salary remain at \$1500.00.

GREEK AND LATIN DEPARTMENT.

Prof. Paxton, who is the professor of Greek, has been with the University for fourteen years, and receives a salary of \$2000.00 per year.

Prof. Sturgis is professor of Latin; has been with the University for ten years, and receives a salary of \$1750.00.

We believe that Prof. Paxton is one of the most learned men in Greek whose services could be obtained. He is an able and popular instructor, and his services are very valuable to the University. We find that he is teaching seventeen hours per week, which is far above the average. However, on account of the unpopularity of Greek among the students here, as elsewhere, Prof. Paxton has in his department only seventeen students. During the last semester, two of his classes had one student each; two of them had two students each; one class had four and one had seven. Except on account of the very limited number of students in this Department, the committee would recommend an increase in salary of Prof. Paxton.

Prof. Sturgis teaches eighteen hours per week. His classes are small. During last semester he had 44 students in his classes. We find that student assistants have been employed to teach Caesar and First Latin. The Caesar class, although it had only 32 students, was divided in two sections, each section making five hours per week. The same thing was true with the First Latin. However, on account of the second year of the preparatory department being abolished, First Latin will not be taught during the next year. We think it is unnecessary to divide the Caesar class in two sections. We recommend that it be taught in one section, and that the additional five hours of Latin be taught by Prof. Sturgis. According to the present schedule, this would give him 23 hours. Some years ago, Prof. Paxton was head of the Department of Latin and Greek, and taught Latin as well as Greek. In event the work should be found too heavy for Prof. Sturgis, we recommend that Prof. Paxton be given some classes in Latin, so as to equalize the work between the two. We recommend that in the event the work of teaching Latin and Greek should become too heavy, during the ensuing year, for Prof. Sturgis and Prof. Paxton to properly teach, that a rule be adopted by which no classes in Greek and Latin be taught where only one student desires the work.

BOTANY DEPARTMENT.

Dr. A. H. Van Vleet is the professor of Botany.

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Your committee is not at all satisfied with the extent of the work being done by Dr. Van Vleet, in this, to-wit: during the last semester, Dr. Van Vleet taught Botany I, which recited two hours per week, and had four hours in the Laboratory, and Botany VIII, which recited two hours and had eight hours in the Laboratory per week. It will thus be seen that during the entire week of five days, Dr. Van Vleet had but four recitations and a total of twelve hours in the Laboratory. This semester, Dr. Van Vleet reports that he has the following classes, to-wit: Botany II. This class recites two hours per day three days per week, doing its work in the laboratory; Botany XI, reciting two hours per day three days in the week, doing its reciting in the laboratory. Then Dr. Van Vleet has a preparatory class, which is divided into two sections, each section reciting four hours weekly. Your committee is of the opinion that this work being done by Dr. Van Vleet, when analyzed, is not more than one-half of the work which the professor of this department ought to do. In addition to this, Dr. Van Vleet suggests that he have a student assistant. Dr. Van Vleet has informed the committee that he has a great deal of committee work to do, but we find that he is a member of the committee on rules and the committee on Student Petitions, and it is our opinion that the amount of work to be done upon these committees is hardly sufficient to notice. Dr. Van Vleet is also the Dean of the Graduate School, but upon investigation your committee finds that there is not to exceed ten students doing post-graduate work, and that the amount of extra work to be done by the Dean of the Graduate School is very little indeed. We recommend that the Board refuse to allow the student assistant in this department, and that it be so arranged that Dr. Van Vleet will have more work to do, or that his salary of \$2000.00 per annum be diminished.

MATHEMATICS DEPARTMENT.

We have personally interviewed Prof. Reaves and Prof. Duvall, and have been most favorably impressed with the ability, energy and geniality of these two professors. We find, however, that Prof. Reaves has fifteen hours, and Prof. Duvall sixteen hours per week. We think this is not enough work. The schedule shows that student assistants have been employed to teach First Geometry and First Algebra. Both of these gentlemen want an increase in salary. We recommend that the positions of student assistants in this department be discontinued, and that Professors Reaves and Duvall be required to do this work, and that the salary of Prof. Duvall be increased from \$1500.00 to \$1600.00 per year, and that Prof. Reaves' salary be increased from \$1800.00 to \$1900.00 per year. We make this recommendation of the raise in salaries, both on account of the increased work which will thus fall upon them, and especially on account of the marked ability which these professors, by their work and services, have shown themselves to possess.

ENGINEERING DEPARTMENT.

Your committee is puzzled and perplexed as to what it ought to report in this department. The showing made by this department is, to your committee, very unsatisfactory.

Prof. Felgar is head of this department. During the last semester, Prof. Felgar's students received credit of eight hours per week. The schedule shows that he had eight hours in the laboratory, or field, and six hours in recitations, but that his work was of such a nature that the students received credit for only eight hours per week, and he had only 12 students in his department.

Prof. Bozell is the professor of Electrical Engineering. He had only seven students in his Department, although for his work, which seems to be very light, his students received credit for fifteen hours per week. He gets a salary of \$1250.00.

Prof. Dwight is the instructor in drawing. His students received credit of nine hours per week, and his classes are larger. He gets a salary of \$1500.00 per year.

Prof. Chappell is the associate professor of Civil Engineering. He had twenty students in his classes last semester. They were given credits for eleven hours per week, and he draws a salary of \$1500.00 per year.

Mr. Aitkenhead is the shop man in this department, and receives \$1000.00 per year salary.

It will thus be seen that there are five men in the Department of Civil Engineering, making a total salary expense of \$7050.00. Aside from those taking drawing under Prof. Dwight, we find that the total number enrolled in this department, during the last semester, is 33. The total enrollment of the classes of Professors Felgar, Bozell and Chappell, was 33, and no doubt in this enumeration a number of students have been counted twice or three times. It occurs to us that there is at least one too many men employed in this department, and that the State ought not to pay \$7050.00 per year in this Department, as there is but a very limited number of students.

We dislike to offer a criticism without suggesting a remedy, and while we are thoroughly satisfied that a remedy exists, by which the expense can be diminished without seriously crippling the Department, we are unable to make definite suggestion as to how to do it. We had Prof. Felgar before our committee and questioned him at length. We stated to him our opinion, as above set out and insisted upon suggestions from him as to how the work would be conducted with at least one of the professors taken out of the work. He steadfastly refused to even consider the possibility of attempting to operate this department with any change whatever made, and insisted that all of the men remain in the faculty, and, in addition to that the salary of Prof. Bozell be increased \$250 per year. Your committee recommends that the expenses of this Department be materially decreased; that the number of employees be diminished by at least one, and that the head of this department be

directed to arrange the work accordingly, and if he is unable to do so, that some one else be selected, who is both able and willing to properly conduct the engineering department of this state, with fewer than five men and with the salary expenses materially less than \$7050.00 per annum.

MUSIC DEPARTMENT.

Prof. Holmberg is the head of this Department and is teaching eleven hours per week. In addition to this he gives four private lessons per week, and has quite a little extra work as head and director of this department.

We find that Mr. Waller is receiving a salary of \$800.00 per year as instructor in the theory of music. He teaches only nine hours per week. We think this position, occupied by Mr. Waller, should be abolished. Prof. Holmberg can easily take up a little of this extra work. Mrs. Cora Pritchett, of the music department, is qualified to teach a part of the work which Mr. Waller now has, and has expressed her willingness to do so. She is at the present time drawing a salary of \$800.00 per year. We think her to be very popular and efficient. We recommend that one-half of the work now done by Mr. Waller be done by Mrs. Pritchett, and that her salary be raised from \$800.00 to \$1000.00 per year, and that the remainder of Mr. Waller's work be given to Prof. Holmberg, who now draws a salary of \$1750.00, which we deem sufficient for the ensuing year.

As additional reason for recommending the small increase in salary of Mrs. Pritchett, we call the attention of the Board to the fact that the tuition which is brought into the University for the work which she is now doing is sufficient to pay the salary which she now receives.

Prof. Lenox is instructor in voice. We have carefully examined the work which he is doing, and find that from nine o'clock until twelve o'clock, and from 1:30 o'clock until 6 o'clock, five days in the week, every hour of the time of Mr. Lenox is occupied in giving lessons in his department. In addition to this he has quite a lot of outside work. His present salary is \$1500.00. The President of the University, as well as Prof. Lenox, informs your committee that the tuition which was brought into the University on account of the work done by Prof. Lenox exceeds his salary to a considerable amount. We believe that this work, which is being so energetically and ably done and which is so profitable to the University, should be awarded by a small increase in salary, of say \$100 per year, making the salary of Prof. Lenox \$1600.00 per year.

Miss Brewer and Miss Goodrich of the music department have offered their resignations, on account of threatened matrimonial ventures, and we presume their positions will be filled by persons of equal ability, who will be entitled to approximately the same salaries which they now receive.

GERMAN DEPARTMENT.

We recommend that the salaries in this department remain the same for the ensuing year as they have been for the past year.

Prof. Meyer is doing 16 hours per week; Prof. Voss 17, and Prof. Holt twenty, and receive salaries of \$2000.00, \$1350.00 and \$1250.00 respectively. We consider the time given by these professors to their work as being sufficient, and we are of the opinion that those departments where the professors have fewer hours are not properly arranged.

ENGLISH DEPARTMENT.

Prof. Brewer draws a salary of \$2000.00, and does ten hours work per week. Prof. Hadsell draws a salary of \$1500.00 and does thirteen hours per week; Miss Loomis draws a salary of \$1200.00, and does ten hours per week; Miss Brooke draws a salary of \$1000.00, and does six hours per week. In addition to this work, the department has so arranged its work that each professor has two hours, in addition to the above figures, each week as conference work in the grading of papers and consultation with students. Your committee is fully advised that in teaching English, a great deal of work is required in the examination and grading of theses and other papers. However, after making allowance for all this extra work, your committee is of the opinion that we have now employed in this department more instructors than is necessary, and we therefore recommend that one of the instructors in English be abolished; that the work now being done by her be divided among Professors Brewer and Hadsell and the other instructor, or their successors, and that the salary of Prof. Hadsell be, on said account, raised from \$1500.00 to \$1600.00 per year, and that the salary of Miss Loomis be raised from \$1200.00 to \$1300.00 per year.

ZOOLOGY DEPARTMENT.

Your committee had a personal interview with Prof. Lane, who is the Professor of Zoology. We found that during the last semester he had only eight hours, drawing a salary of \$1750.00 per year; that during this semester he has ten recitations per week, and that in addition to these ten recitations he spends seventeen hours in the laboratory each week. The work which this professor is doing this semester, we suggest, amounts only to the minimum amount of work which ought to be required of him. We are of the opinion that during last semester he did less than one-half the work which he ought to have done. We recommend that unless, during the ensuing year, his work can be kept up to the minimum, or not less than the work which he is doing this semester, that his salary be diminished accordingly.

POLITICAL SCIENCE.

Your committee personally interviewed Prof. Sawtell of this department, and find he is teaching thirteen hours per week, and draw a salary of \$1500.00 per year. We are of the opinion that the work which the professor is doing is less than the amount which ought to be required of him. We are pleased with the character of the work which he is doing and the popularity of his department.

Prof. Sawtell called our attention to the fact that he came here at the same time that the Professor of Psychology came; that he believes his department to be of as high standing as the department of psychology, and that he was receiving a salary of only \$1500.00 a year, while the professor of psychology receives a salary of \$1800.00 a year. He thinks he is entitled to an increase in salary.

Your committee would be willing to recommend an increase in salary from \$1500.00 to \$1800.00 per year, if he were required to do more work, but, being of the opinion, as above stated, that he is doing not more than two-thirds of the work he ought to do, we believe his salary should not be increased.

PSYCHOLOGY DEPARTMENT.

We find the work of this department to be very light, the number of students to be few, and we make further reference to this under the head of the Department of Pedagogy.

DEPARTMENT OF PHYSICS.

Prof. Haseman had especially heavy work during the last semester, as he taught nineteen hours per week, and did his laboratory work besides. The total enrollment of his department appears to have been 119. His work is very popular and he appears to be a very strong man. During the present semester, however, he has but 6 recitations per week, although his laboratory work has increased until he spends 16 hours per week in the laboratory.

Prof. Haseman has suggested to us that he would be glad to have a student assistant. While we believe that his work during the first semester was up to the maximum, we are of the opinion that his work during this semester is down to what ought to be the minimum required. Prof. Haseman informed us that he would so arrange his work during the next year so the same would be better equalized between the two semesters.

We are of the opinion that Prof. Haseman's salary should be increased from \$1500.00 to \$1600.00 per year, but that no assistant be employed.

We call the Board's attention to the fact, however, that this department needs a considerable lot of new apparatus, which ought to be supplied.

DEPARTMENT OF GEOLOGY.

YOUR committee interviewed Prof. Ohern of this department, and are thoroughly satisfied with the work being done by Prof. Ohern and Prof. Taylor, and we recommend that the salary of Prof. Ohern be retained at \$1750.00, and that the salary of Prof. Taylor be also retained at \$1250.00 per year.

DEPARTMENT OF SOCIOLOGY.

Your committee has inquired, especially, into the work being done by Prof. Dowd of this department. He has made the most remarkable showing. During the last semester, he had a total enrollment of 144 in his classes. He taught seven classes, giving to the work 18 hours per week.

We regard the work of this department to be such as requires more reading and personal research than most of the other departments. We find that Prof. Dowd, in addition to doing all this work in the most skillful and competent manner, has found the time to do a great deal of outside work, and has made for himself a national reputation in his department. Prof. Dowd is now receiving a salary of \$2000.00 per year. Except for the reason that the finances of the institution are very limited, we would be glad to recommend an increase in the salary of Prof. Dowd, as a reward for the especially high class work which he is doing.

PHYSICAL CULTURE.

Prof. Darling of this Department gets a salary of \$1500.00, and wants a leave of absence of a year, as he desires to complete his course in medicine and then return to the University. We believe that his leave of absence should be given, without salary; that a substitute be employed for the ensuing year at a salary of \$1250.00 per year.

DEAN OF WOMEN.

Miss Dora occupies the position of Dean of Women. We have interviewed Miss Dora; she has been teaching French, in addition to performing the duties of her position. She draws a salary of \$1600.00 per year. We believe the salary is more than sufficient for the duties which she is performing. However we are of the opinion that arrangements more beneficial and more economical to the University could be made in this Department, and which the members of your committee will explain at the meeting of the Board.

LAW DEPARTMENT.

We have interviewed Dr. Monnet, Dean of the Law Department, and we believe that the second

year of this Department should be established by the Board of Regents; that a professor should be employed, in addition to the Dean and the instructor which we now have, at a salary of \$2000.00. We find that the dean of this department ought to have a stenographer to attend to his correspondence work. It will require but a small part of the time of a stenographer. We are satisfied that student in the law school could be employed at a very small salary to do this work, and we recommend that the Dean of this Department be authorized and empowered to employ a stenographer to perform this service, at such a small and reasonable salary as can be arranged.

We find that the Department has quite a law library already established, to which will soon be added other books; that it is necessary to have some one to stay in the law library and look after the same. We believe that Dean Monett should be authorized and empowered to employ a student in this department to look after the library, or that he employ two students, if he so desires; that the salaries of the students thus employed for said purpose shall not exceed \$20.00 per month.

Dean Monett has advised us that the Association of the American Law Schools meets at Chattanooga, and that he believes that the Law Department should become affiliated with this Association; that the cost is nominal, being only \$10.00 per year. We recommend that Dean Monett be sent as a delegate to this Association from this University, at the expense of the University, and that he be authorized to have the Law Department of this University affiliated with that Association.

MEDICAL DEPARTMENT.

For the reason that a special committee of this Board has been appointed to arrange for the changes in the medical department, we have only to recommend, as we presume that committee will recommend, that the salary of the Dean be raised from \$600.00 to a reasonable compensation, commensurate with the duties which will be necessary for the Dean of that Department to perform. Your committee is not fully advised as to what this salary ought to be, but suggests, without recommending, that it be fixed at \$1500.00 per year.

We are advised that the changes thus about to be put in the medical department will put a great deal of extra work upon Dr. Capshaw, and we believe it would be proper to raise his salary from \$1500.00 to \$1600.00 per year.

CURATOR OF MUSEUM.

Prof. Stephens of the Alva Normal has applied for the position of Curator of the Museum and Professor of Vertebrate Zoology. It seems that Prof. Stephens, a few years ago,

made a trip to Alaska and he has a very valuable collection of specimens which he desires to sell to the University. It appears further that he is one of the best qualified men as professor of Vertebrate Zoology.

If the finances of the Institution are sufficient to justify the creation of this department, we believe it would add considerably to the advancement of the University and its popularity among those who visit the Institution.

PHYSICAL CULTURE FOR WOMEN.

Mrs. Guerrant is head of this Department, and has been drawing a salary of \$1000.00 per year. She has had an entirely too small amount of work to do to justify the continuance of this position as a separate position. Mrs. Guerrant has offered her resignation, and we recommend that, while the work which Mrs. Guerrant did should be continued, that it should be either combined with the Department of Elocution, or that this work be given to the Dean of Women, or in some other manner included with the duties of some other professor or instructor, so as to make it less expensive to the University.

ELOCUTION DEPARTMENT.

Miss Smith has resigned, and it would be unwise to fix the salary for her successor until her successor is first obtained and the duties of her position defined. Should it be found wise to give her the work heretofore done by Mrs. Guerrant in physical culture, the salary should be arranged accordingly.

DEPARTMENT OF EDUCATION.

At the last meeting of the Board of Regents, it was voted to create the department of education. This department will embrace the work heretofore done by Prof. Erwin and Prof. Gardner, and will also include instruction in the theory of teaching, and this department will be expected to give instruction in Abrentia, and to look especially after the correspondence with the High Schools and prospective students, and the affiliation more closely of the High Schools to the University.

We are of the opinion that another position should be created to handle the extra work which should be given this department, and that the work be arranged, subdivided and the department governed as the Board of Regents may elect to do.

Your committee does not desire to be understood by this recommendation as passing judgment, in any manner, upon the duties of the Professor of Psychology, or his relation to the head of the Department of Education, or as to who should fill that position.

DEPARTMENT OF BACTERIOLOGY.

Prof. Turley is head of this department, and receives a salary of \$1500.00 per year, and his assistant, Artie Alden, receives a salary of \$900.00. Prof. Turley and his assistant appear to be doing very heavy work. Their work in the health department is very valuable and beneficial to the State at large. Prof. Turley desires an increase of salary for himself and for Mr. Alden. We desire that the Board seriously consider this request for raise in salary, although, at this time, your committee is not in possession of sufficient information to satisfy it in making the recommendation.

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IN GENERAL

Your committee has personally interviewed the heads of all the departments and a great number of the professors and instructors, in its effort to become personally acquainted with the members of the faculty and the work being done by them, the needs of their departments and the salaries which ought to be paid. We have been especially pleased and most favorably impressed with the ability and standing of nearly all of those whom we have met. However, your committee is of the opinion that the work of the schools has been so enlarged in the employment of professors and instructors and in the arrangement of the departments that a much larger attendance of students could be cared for as easily as the attendance which the school now has. We believe that in many of the departments the professors and instructors have not been allotted the amount of work which they could and ought to do. We believe that the attendance of the school will so increase during the next year and immediate future that the school will grow into the proportions considered, and upon which the present arrangements have been based. We are of the opinion that if the attendance is to remain no larger than it now is, that we should require a complete re-arrangement of the departments, fewer members of the faculty and place more work upon those which remain. We believe, however, that if we were to so re-arrange the departments and cut down the number of professors and instructors, that we would hardly get accustomed to this change until the increased attendance, for which we hope and in which we have the greatest faith, will require us to change back to the present arrangements. We believe that if the present arrangements, as recommended in our report, is maintained that it will not be necessary to employ any additional members of the faculty until the attendance is double what it now is.

In accordance with the foregoing paragraph, your committee urges that the Board take every possible step looking towards the properly advertising of the school and a closer affiliation of the University with the High Schools and other preparatory schools of the State, to the end that the attendance at this University may be most materially increased. We believe that the same expense which we now maintain will properly educate and diffuse the learning to double the number who are now receiving it.

UNIVERSITY EXTENSION WORK.

It has been the practice in the past for the University to send its various professors and instructors out over the state upon lecture tours. This has been done with but little expense to the University. Prof. Meier is chairman of this department. Your committee is of the opinion that the plan is wrong, and that this expense ought to be saved to the school. We believe that no one should be sent out to lecture for the school and to thus advance the University and attempt to build up its attendance, except those men who are qualified to appear before the people and deliver lectures that are pleasing to the common people and who have such a personal magnetism and such an appearance as will make their addresses pleasing and popular with the people. We believe that we have in the University faculty many a scholarly and learned man, who is thoroughly qualified to fill the positions which he holds in the University, and yet who would, if he appeared before a mixed audience of people in a rural district, be displeasing to the masses of the people and who would fail to inspire in that class of people the confidence and admiration for the school which ought to be created, and which would be created by a man of even less learning who is better gifted in the art of public speaking and in advertising an educational institution.

For the above reasons, we recommend that this work be re-arranged and placed upon a different footing and under a different plan.

In the foregoing report, we have referred to a number of professors and instructors, without making recommendations concerning their salaries. In all such instances, we recommend that the salaries, unless otherwise referred to herein, remain at the salaries which have been paid during this year.

Your committee regrets that it is necessary to report that Mr. Hatchett, on account of sickness, has been unable to attend the sessions of this committee, but, in accordance with Mr. Hatchett's request given us by wire, the remaining members of the committee have proceeded with the work and give you the benefit of their best judgment.

FELLOWSHIPS.

We recommend that in accordance with the President's report, the Board authorize the creation of a very limited number of fellowships, which fellowships are to be employed only when in accordance with our previous recommendation, the members of the faculty become so heavily burdened with their labors as to make additional assistance necessary.

UNIVERSITY PRINTER.

We call attention to the fact that the University printer has informed your committee that this department has operated at a substantial loss, during the past year, and that it will probably have a similar experience in the future.

COMMITTEE WORK.

We desire to call especial attention to the fact that the various members of the faculty have asked your committee to give them credit for a great deal of time devoted to committee work. We believe that in a large majority of cases the committee work is so light that it is but a very small factor. However, a few members of the faculty seem to be doing more than their part of this outside work, and we believe that other members of the faculty might well be notified that they are not doing their full part of these extra duties.

(In addition to the above report the chairman of the committee made a verbal suggestion that an additional teacher in the preparatory school be employed.)